DOCUMENT RESUME

ED 306 313 UD 026 454

TITLE The Hispanic Drop-out Rate and Under-representation of Hispanics in State Employment. A Follow-up Report. 1987 Annual Report.

INSTITUTION Florida State Commission on Hispanic Affairs, Tallahassee.

PUB DATE 88

NOTE 322p.; For related document, see UD 026 455. Small print may not reproduce well.

PUB TYPE Reports - Evaluative/Feasibility (142) -- Statistical Data (110)

EDRS PRICE MF01/PC13 Plus Postage.

DESCRIPTORS *Affirmative Action; Dropout Characteristics; *Dropout Programs; Dropout Rate; *Employment Opportunities; Employment Practices; Equal Opportunities (Jobs); Followup Studies; High Schools; *High School Students; *Hispanic Americans; Program Evaluation; Recruitment; School Holding Power; *State Agencies; Urban Schools

IDENTIFIERS *Florida

ABSTRACT

This follow-up study finds that very little progress has been made in the state of Florida on the recommendations contained in the Commission on Hispanic Affairs' 1985 Annual Report, "The Hispanic Drop-out Rate," and the 1986 Annual report, "Underrepresentation of Hispanics in State Employment." "The Hispanic Drop-out Rate," identified 19 recommendations based on the characteristics of potential Hispanic high school dropouts in Dade, Broward, Lee, Orange, and Hillsborough counties. For purposes of follow-up, the commission compared statistical data on the Hispanic dropout rate for the years 1984-85, 1985-86, and 1986-87. Specific dropout programs instituted in Dade, Broward, Lee, Orange, and Hillsborough counties were analyzed for their appropriateness to Hispanic students. Findings indicate that the graduation rate for Hispanics has shown little improvement, and that the dropout programs are ineffective. "Underrepresentation of Hispanics in State Employment" recommended that the State undertake a variety of recruitment efforts targeting the Hispanic community. Follow-up analysis of state employment data indicated that the Hispanic employment rate had not changed, and that no State funds were provided specifically for Hispanic recruitment. The minutes of public hearings are included. The appendices include Affirmative Action Guidelines, and proposed legislation to renew the Commission. About 60 tables of statistical data are included. (FMW)

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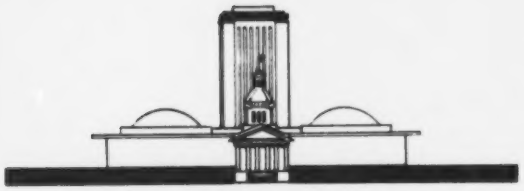

# FLORIDA STATE COMMISSION ON HISPANIC AFFAIRS

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# A FOLLOW-UP REPORT ON THE HISPANIC DROP-OUT RATE AND UNDER-REPRESENTATION OF HISPANICS IN STATE EMPLOYMENT

STATE OF FLORIDA

# Office of the Governor

THE CAPITOL
TALLAHASSEE, FLORIDA 32399-0001

BOB MARTINEZ
GOVERNOR

May 18, 1988

Greetings:

Congratulations on the publication of your eleventh annual report.

The Florida State Commission on Hispanic Affairs has worked hard to enhance the opportunities for Florida's Hispanic community, and your efforts are greatly appreciated. The findings and recommendations of your annual reports have been a valuable resource for many years, and I know this report will also prove to be a useful tool for future planning.

As Governor I know it is essential that we continue to work to meet the many needs of Florida's growing Hispanic population, including providing them with every opportunity for employment and working to reduce the drop-out rate among Hispanic teenagers.

I commend you for your enthusiastic commitment and look forward to working with you in the future.

Sincerely,

Governor

BM/vlc

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STATE OF FLORIDA

Office of the Governor

THE CAPITOL

TALLAHASSEE, FLORIDA 32399-0001

BOB MARTINEZ
GOVERNOR

COMMISSION ON
HISPANIC AFFAIRS

## FOREWORD

1987 was an exceptional year for the Florida State Commission on Hispanic Affairs. The Commission was successful in persuading the Florida Legislature to allow it to continue to service the hispanic population of the State of Florida. The Commission was created in 1977. Thus, in accordance with Florida's Sunset Law ten year review, the Legislature decided to continue the existence of the Commission. The Commission appreciates the efforts made by many legislators, government officials, and private citizens to enable the Commission to continue its mission in the coming years and to have its principal office remain at the Office of the Governor.

During the second part of the year the Commission concentrated its efforts in a follow-up study of the two principal topics of the 1985 and 1986 Annual Reports, i.e. "The Underrepresentation of Hispanics in State Employment" and "Florida Hispanic Dropouts - Evaluation of its Public School System". The Commission felt that these were excellent reports regarding two areas that have a large impact on Florida's Hispanic population.

A careful analysis was made of the different programs established by the State of Florida and its public school system since the 1985 report recommendations were delivered to the Governor, the Speaker of the House and the President of the Senate. The results were encouraging in certain areas, but very disappointing in others. There are many programs in the school system which with the passage of time will probably have a positive effect on the student dropout rate; however, progress is very slow and the specific hispanic dropout issue is not being addressed properly. The statistics reveal that the problem remains with us as the dropout rate has only been slightly reduced in the past two years. There is a specific need for programs to address the hispanic student dropout problem. I urge the parents, educators, and legislators to increase their efforts in solving this difficult problem that has such an adverse affect on our children.

The follow-up study of the "Underrepresentation of Hispanics in State Employment" reveals that very little has been done to resolve the problems. The results show that there has been only a very slight increase of hispanic employment by the State of Florida. Hispanics still only comprise 3.6% of the total number of State employees while hispanics comprise 11% of the total State population. There appears to be a need for stronger affirmative action programs and other programs to attract hispanics to State employment. These should include marketing programs, educational programs and informational programs. The Department of Administration of the State of Florida has pledged to make a strong effort to recruit hispanics to be employed by the State of Florida. This is in part the type of action necessary to resolve this problem.

During the last part of 1987, the Commission addressed several issues affecting Florida hispanics. These include: (i) the deportation of cuban immigrants from the US, (ii) the immigration reforms and agreements ranging from the New Cuban-US Immigration Agreement to the legislation of undocumented aliens and their impact on the State of Florida, and (iii) the initiatives commenced to pass the "English Only" constitutional amendment and the impact this would have to the hispanic population of Florida.

The Commission had excellent cooperation from the retiring chairman, Mr. Rafael Penalver, in assisting the Commission to carry on its duties as well as in the past. The Commission will continue to hold hearings in the coming year in the different regions of the State of Florida to identify the needs of and assist the hispanic residents of our wonderful State.

Pedro A. Martin, Chairman

## ENABLING LEGISLATION

The Florida State Commission on Hispanic Affairs was created in 1977 by the Florida Legislature to provide a comprehensive and ongoing study of the needs and problems affecting the Hispanic community in the State of Florida. The Commission is made up of 15 members, all appointed by the Governor to serve terms of four years.

In accordance with F.S. 14.25, the Commission is authorized to procure information and assistance from the State or any subdivision, municipal corporation, public officer, governmental department or agency thereof, as well as, utilize the talents, expertise and resources within the State. It is the Commission's principal responsibility to conduct studies on the needs of Hispanics in areas such as education, social services, commerce, and general culture and the arts.

The Commission prepares an annual report, related to the study carried out during the year, and presents it to the Governor, the President of the Senate and the Speaker of the House.

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## ACKNOWLEDGEMENTS

The members of the Florida State Commission on Hispanic Affairs would like to extend their most sincere appreciation and heartfelt thanks to the following individuals for their invaluable assistance and continued support during the preparation of this follow-up report:

Janice Bragg, Department of Administration
Bebe Blount, Department of Administration
Allen Chapman, Department of Administration
Roger Cuevas, Dade County Public Schools
Angel T. Gonzalez, Department of Education
Miriam Padreda, Department of Education
Cathy Peck, Department of Education

The Commission would also like to thank Shirley Otey-Gooding of the Governor's Citizens Assistance Office for providing the support and assistance essential to the efficient operation of the Commission.

## METHODOLOGY

The information contained within this report regarding the dropout rate among the Hispanic student population was obtained through statistics supplied by the Department of Education's Management Information System Office. Information regarding the various county programs that have been implemented to combat the dropout problem was compiled through an analysis of the respective counties' comprehensive dropout prevention plan. Personal interviews were conducted with both county and Department of Education officials. The counties selected, Dade, Broward, Lee, Orange, and Hillsborough, were chosen to correspond with the counties where the Commission held public hearings in 1985.

The statistics dealing with the number of Hispanics currently employed by the various state agencies were obtained through the cooperation of the Department of Administration's Bureau of Employment Assistance. Personal interviews were conducted with various Department officials in order to ascertain whether programs had been created to spur Hispanic employment in state government. The tables included in the appendix were compiled by the Commission's staff.

# HISPANIC DROP-OUT RATES

## HISPANIC DROP-OUT

### INTRODUCTION

A national crisis still exists in our public schools today, between 35 to 80 percent of our young people are dropping out of school. Our children, even our potential dropouts, are society's greatest assets. When our Hispanic students enter secondary schools they and their parents have the same aspirations and dreams as other students. School is a reflection of our democratic society. Must we then ignore the poignant sense of complete disenchantment, disinterest, and disillusionment which these alienated students feel towards the public school?

Have we been able to lessen the feeling of rejection and hostility that the host school has towards Hispanic students and their families? Do issues such as language, cultural, and value differences assure the Hispanic student failure? Are these students so rejected and the pain suffered so emotionally scarring that the Hispanic student feels crippled, impotent, and disabled? If so, let us direct the Florida Department of Education to embark in a <u>new</u> mission. Let the Florida Department of Education be the catalyst on such issues and serve a role model. These role models will empower the powerless and the disenfranchised, and embrace the rejected and disconcerted student and family.

The mission of education in our free world is to include every student in the business of being educated. A student must be involved and interact with the school and peers to feel a part of the system, only then can the student participate and be the best they can be.

## HISPANIC DROP-OUT

## FINDINGS

The specific findings from various hearings are generalized below as each community's needs coincided with the state and national studies. These were the most relevant findings dealing with the potential Hispanic dropout.

THE POTENTIAL HISPANIC DROPOUT

- Has poor attendance and excessive tardiness
- Has shown difficulty with school from a very young age and in grades K-3
- Has poor basic skills (reading, writing, and math)
- Has low grades and tests very poorly
- Has frequent changes of schools and comes from a mobile family
- Has limited capabilities in the English language, and the home has not acquired the English proficiency to help the student
- Has been retained in the elementary grades at least once
- Has never become involved with school activities (clubs, sports, student government, etc.)
- Has been found to be one or two years older than his peers
- Has shown unfulfilled potential
- Has parents with less than 6th grade education
- Has parents uninvolved with schools and school activities
- Has a low social economic background
- Has a single parent home

- Has a lack of middle-class values on education, motivation, goal orientation, etc.
- Has low esteem of self, family, and background
- Has a history of early marriages, unwed mothers, and welfare
- Has parents who are deeply concerned, involved, interested and committed to their children's educational aspirations, but don't know how to help their children
- Has a need to succeed but no tools to attain success

## PROGRAMS IMPLEMENTED BY LOCAL SCHOOL DISTRICTS

### MIAMI/DADE COUNTY

In Dade County, administrators have launched a variety of programs in an effort to combat the dropout problem. Some of these programs have been specifically structured to decrease the growing number of Hispanics dropping out of school. These programs are specifically listed below:

- Little Havana Institute/Cuban National Planning Council - Serves students enrolled in the Miami Senior High School feeder pattern who have been identified as potential dropouts. Students are provided academic instruction, guidance and counseling, and employability skills. They then return to the home school upon satisfactorily completing the program.

- ASPIRA - The major goal of this program is to offer a comprehensive leadership program whereby students are motivated to stay in school, develop their skills and interests, and acquire a postsecondary education.

- Listener's Minority Dropout Prevention Program - This program will serve 200 minority students in grades 5 - 9 who have been recommended by school personnel as "at risk". The Early Intervention Listening approach will be individualized and targeted to Black and Hispanic students who will be matched with a volunteer for one hour per week. The goal is to establish a supportive relationship designed to foster a healthy self-concept, and to enhance problem-solving skills.

- Improving Home/School Communication Through English Mini-Immersion - This program is designed to allow Hispanic parents to call a designated hotline if they have any questions regarding their child's education. The program is designed to make it easier for parents to get involved in the educational process.

- o Home Letters - This program calls for the writing of letters to parents of students who appear on a dropout profile. For example, parents of children with limited English proficiency would receive letters under this program.

Beyond the programs which Dade County has specifically designated to target the Hispanic dropouts, the county has created several generic programs which should assist in combating the Hispanic dropout problem. These programs include:

- o T.R.A.C.E. - Under this program, career planning is placed within the student's curriculum. The strategy behind the TRACE program is to encourage the students to begin thinking about their careers at an early age.

- o Private Industry Council - The collaboration between the business community and the school district provides a multi-year sequence of jobs for the students.

Hispanics make up over 41% of the Dade County school system's student body. However, a large percentage of these students do not earn diplomas for the educational experience. Almost 35% of the Hispanics who enter Dade County schools do not graduate. In order to offset this staggering statistic, school officials have implemented various programs to target the Hispanic dropouts. Dade County, to its credit, has implemented programs to specifically target Hispanic students. However, these programs have not been particularly successful. In 1985, when the Florida State Commission on Hispanic Affairs first brought the issue of the Hispanic dropout program to light, the graduation rate was approximately the same as it is today (see page 17, Analysis of Statistical Information from Previous Years and Current Year). Obviously, some of the programs which have been implemented have not effectively increased graduation rates.

There are no simple solutions to the Hispanic dropout problem in Dade County. However, efforts can be undertaken in order to move in a positive direction. Programs already implemented must be monitored closely to determine their effectiveness. Further, greater innovation and creativity are needed to increase the number and quality of programs specifically targeted for Hispanics. Finally, the dropout prevention plans must be initiated early-on in the Hispanic student's academic center.

## FT. LAUDERDALE/BROWARD COUNTY

The Broward County Dropout Prevention Plan was instituted in order to create educational opportunities in which all students would meet with realistic and frequent success throughout the years of their education. The county states that dropout prevention must value the unique and the individual in each student. Broward has introduced programs which enhanced the educational opportunities of students, yet has failed to demonstrate a commitment toward creating programs to target specific student groups. Many generic, across-the-board programs have been included in the county's dropout plan, but there are few specific programs dealing with minorities and no specific programs addressing the needs of the Hispanic student.

Some of the generic programs created in Broward County are listed below:

- Partners in Excellence - This program is designed to encourage greater involvement from community organizations and local businesses. Businesses adopt a school and create partnerships for excellence. Each partnership is based on careful analysis of the assets of the business and the needs of the school.

- Junior Ambassadors - This is another program offered through a collaboration between the schools and the business community. The program provides on-the-job training along with vocational skill development.

- Senior Mentor and Tutoring Programs - The Senior Mentor Program pairs a senior citizen with a student and offers the student to learn practical information from their senior mentor. Tutoring programs give students an opportunity for a one-on-one with an adult for academic skill development.

- Parent Education Program - This program is designed to reach parents during the formative years of their children's lives in order to impact the increasing trend toward dysfunctional behavior in the prehigh school years. The program provides information and support to families in the areas of family dynamics, communication skills, and discipline.

- Parent Counseling Programs - Under the program, parents of at-risk children are counseled through three family counseling centers. In addition, high-school counselors are asked to work extra hours so as to facilitate parents' access to counseling.

- Multi-Agency Coordinating Council - This council was created in order to bring parents, community agencies, and school personnel together to improve communication, clarify policies and procedures, and identify gaps and duplication of services to students.

- Directory of Community Services for Students - The Director is designed to help "at-risk" students acquire information and resources that are available for their use and use by their parents.

- Hallandale Adult Community Center - The community center provides secondary learning experience to students who have been targeted as a potential dropout. The educational plan of each student is individualized under this program.

- Project H.E.L.P. (Healthy Experiences Leading to Prevention) - The intent of this program is to provide additional individualized teacher contact with at-risk students in the high schools for the purpose of encouraging positive achievements and improved school attendance.

- Peer Counseling Program - Through this program, selected students develop a healthier understanding of self, relationships, and human interactions. In addition, at-risk students guidance services are extended.

- Migrant Education-Prevention Program - This program is designed to provide migrant students with tutorial assistance in the basic skills, career awareness activities, work evaluation, job placement, individual counseling, and assistance with college entrance requirements. In addition, the migrant student is motivated to stay in school by outreach workers.

Broward County's dropout prevention plan has a variety of programs to assist the general student population; however, there are very few programs to meet the specific needs of the Hispanic student. For 1986-87 school year, almost 38% of the Hispanic students enrolled in the Broward County public high school system did not graduate. Obviously programs must be created to reduce the Hispanic dropout problem.

The first step toward solving any problem is identification. Broward County has made this step by performing a longitudinal study which will enable the county to better identify potential dropouts. The next step Broward County must embark on is the creation of programs to eradicate the dropout problem. The county school district must now assume this responsibility and enact programs specifically designed for minorities and, particularly, Hispanics.

## FT. MYERS/LEE COUNTY

The Lee County Dropout Comprehensive Plan is designed to provide students opportunities to develop, to the extent that he or she is able, in order to achieve success and personal satisfaction. The school district states that it is committed to provide the appropriate educational environment for those students who have found it difficult to adjust to a traditional learning situation. The county's dropout plan, however, is completely devoid of any specific program designed to address the needs of the Hispanic student. Further, adopting the dropout plan's generic programs exemplify a lack of creativity in combating the county's severe dropout problem.

The specific programs identified in Lee County's Dropout Prevention Plan include:

- Children's Learning Alternatives Support System (CLASS) - This program is aimed at helping children improve their self-image through ego support and assisting them in getting along well with other students. The CLASS program is undertaken at the elementary schools and employs teachers and guidance counselors in this effort. The goal of this, and other elementary dropout prevention programs, is to decrease the number of potential elementary student dropouts by (1) ensuring academic success to all students and (2) identifying students who suffer from physical, emotional and social problems which interrupt the learning process.

- Lee County Save Our Students Program (LCSOS) - This program is designed to meet the needs of those middle and high school students who lack motivation, experience academic difficulty and/or display inappropriate social skills in the traditional classroom setting. In order to combat this, LCSOS provides alternative curricula and a supportive, learning environment which emphasizes personal growth, self awareness, and responsibility for behavior.

- Lee County Alternative Learning Center - This educational center provides students with a competency based open-ended instructional plan and individualized instruction. Under this program, students who are failing in the

traditional educational environment are directed toward learning about the world of work, applied academic skills, prevocational training and employability skills.

Beyond the specific programs identified above, Lee County also attempts to increase involvement among parents and the business community. These efforts include encouraging volunteers to serve as tutors, clerical helpers, club advisors, guest speakers and field trip chaperones. The business community is looked upon to provide jobs for students, financial assistance, career information, occupational training and transportation or other services.

The introduction to Lee County's Dropout Prevention Plan articulates some rather lofty goals with regards to the county's battle against the dropout problem. It appears, however, that Lee County is currently losing this battle. For the 1986-87 school year, 46% of the Hispanic students who entered the Lee County school system did not graduate. Despite this distressing statistic, the county has not implemented a single specific program to combat the Hispanic dropout problem. Although Hispanics make up a relatively small portion of the Lee County student population, in light of their extremely high dropout rate, it is obvious the county must enact programs to address the Hispanic dropout problem. Further, Lee County must employ more creativity in designing their general programs. Greater efforts should be undertaken to increase the meaningful involvement of parents and the business community.

## ORLANDO/ORANGE COUNTY

The Orange County Dropout Comprehensive Plan concentrates on four major areas - Involvement of Parents, Community and Business; Coordination with Other Agencies; Early Identification of Potential Dropouts; and Instruction in Employability Skills and Career Awareness. The dropout plan, however, delineates few special programs for dealing with the specific needs of the potential Hispanic dropouts. General programs have been created which will generally alleviate some of the problems encountered by the Hispanic student.

Efforts by the county to encourage parents to take a greater role in the educational experience of their children have included holding numerous individual parent conferences throughout the school year; forming a School Advisory Committee composed of parents and community representatives; and involving parents in fund-raising and lobbying efforts.

The volunteer program serves as the centerpiece of Orange County's efforts to attract greater community and business involvement. This program utilizes volunteers in listener programs, tutoring programs and resource speakers. In addition, the county has organized the Partners in Education programs which include companies such as Disney World, Sea World, Martin-Marietta and Westinghouse.

Orange County coordinates their dropout program with other agencies through the formation of contractual agreements. These agreements specify the resources each respective agency will provide, procedures to access student records and a process for resolving problems. An example of this arrangement is the New Attorneys program. Through this program, a local agency provides substance abuse counselors within the secondary school guidance departments. Other coordination efforts include police liaison officers and Department of Health and Rehabilitative Services social workers.

An essential component to the Orange County dropout prevention plan is the Early Identification of Potential Dropouts. This program is invaluable if the school district wishes to assume a proactive rather than a reactive role in confronting the dropout program. In Orange County, programs have been implemented to address the academic and personal needs of the "at-risk" student--students who have been identified as possessing a high probability to dropout. One of the programs directly addresses the needs of the potential Hispanic dropout. English for speakers of other languages and

bilingual programs seek to teach English-intensive courses for those children suffering from English-speaking deficiencies. Also, migrant programs have been placed in two junior high schools and three elementary schools. Efforts in the At-Risk Pupil areas include such programs dealing with substance abuse, truancy, and peer tutoring.

Instruction in employability skills and career awareness in the Orange County school district is provided through a variety of techniques. Placement specialists instruct students regarding interview techniques, personal appearances, resume preparation, and job applications. Also, the business community provides job shadowing experiences and classroom presentations. Career education is used to budge the gap between practical and academic knowledge by showing the relevancy of the school curriculum to the world of work.

Although Orange County has made some commendable efforts in combating the Hispanic dropout problem, these efforts are relatively anemic in light of the size of the problem. In Orange County one out of every four Hispanic students does not graduate from high school. Hispanics, however, graduate at higher percentages than the average Orange County student. Regardless, the 25% effective dropout rate is excessive in light of the highly complex nature of our society and the difficulties encountered by individuals seeking employment without a high school diploma.

Orange County must clearly institute programs which identify the particular needs of the potential Hispanic dropout. A continuation of generic programs attempting to address specific situations will only accelerate the dropout problem. An emphasis must be placed on involving the Hispanic parent, hiring Hispanic counselors and identifying potential Hispanic dropouts early in the educational process. By employing these measures, Orange County will have the ability to graduate Hispanic students who can serve viable roles in the Orlando community.

## TAMPA/HILLSBOROUGH

The Comprehensive Dropout Prevention Plan for Hillsborough County is designed to provide educational opportunities for all students. The programs included in the dropout plan have been created in order to mainstream students back into the traditional classroom environment and are primarily school based. Hillsborough County prides itself on the fact that their school district has been implementing programs to combat the dropout problems long before such efforts gained statewide and national prominence. Programs within the dropout plan demonstrate a commendable amount of effort and creativity. However, as is the case in many of the school districts in Florida, Hillsborough County has not created and implemented a single program to address the Hispanic dropout problem.

The programs specifically identified within the districts' dropout prevention plan include:

- Laboratory for Individualized Foundation Teaching (LIFT) and Personalized Education Program (PEP) - These programs are designed to assist elementary school students who have fallen behind their peers academically. LIFT is provided for fourth and fifth graders and PEP assists sixth graders. The purpose of these programs is to provide a highly motivating educational environment designed to increase the rate of academic progress and decrease inappropriate student behaviors which interfere with the learning process. LIFT and PEP emphasize the acquisition of basic skills in reading/language, arts and mathematics.

- ALPHA - This early-intervention program is designed to alleviate the frustration and negative experiences which youngsters, 8-12, often have. These negative experiences can result in the inability to mature normally and to function adequately in a school setting. The goal of this program is to identify these children who may become easy targets for drug abuse and other personal/social problems and employ "state of the art" teaching methods, materials and tools to accomplish improved academic performance.

- Intensive Learning Alternative Program (ILAP) - This is a back-to-basic program which limits classroom sizes in order to maximize individual teaching methods. The individualized curriculum and instruction allows the teacher to meet the needs of each child, regardless of that student's actual grade level. Individuals and family counseling is also employed in order to enhance self respect and ignite dormant academic and social capabilities.

- Alternative Education Dropout Prevention Program - Under this program, a dropout prevention team consisting of a counselor and a dropout specialist are placed in each senior high school. The dropout prevention team identifies 150 students who are considered high-risk students; places these students into classes taught by teachers who function as a support team; and coordinates peer tutoring for the targeted group. The targeted students are assisted in acquiring social attitudes, values and skills aimed toward developing more positive social and academic behaviors so that they will be less inclined to drop out of school.

- Natures Classroom - This program serves students who are disinterested, disruptive and/or unsuccessful. The goal is to provide each student with a better attitude about self and school and encourage the students to assume more responsibility regarding his/her behavior. This goal is accomplished by utilizing a nature oriented setting along with caring, structure approach incorporating behavior management techniques.

Hillsborough County has also adopted programs to address dropout problems of teenage parents, runaways, abused children, juvenile delinquents, and children suffering from substance abuse. In addition, the school district has created many programs to utilize the business community's vast resources to combat the dropout problem. I.B.M., the Chamber of Commerce, and Wal-Mart Stores, Incorporated are just a few members of the business community that provide students with career exploration, job shadowing, and interview techniques. Civic organizations, such as Optimist Clubs, and BPOE, have also been involved in the dropout prevention effort.

Career awareness and instruction in employability skills in the school district begins in the elementary school and continues through postsecondary schools and vocational-technical centers. These efforts are provided by a collaboration of occupational specialists, teachers, guidance counselors, outside agencies and educational institutions. Employability skills training is taught through classroom, individual and group instructor. The training includes instruction in proper appearance, following instructions, punctuality and attendance, providing books and relations with co-worker and supervisors.

Hillsborough County's dropout prevention plan is filled with innovative, creative programs designed to reduce the dropout problem in the school district. The dropout plan, however, is exceedingly deficient in addressing the needs of the Hispanic student. The Hillsborough student population is approximately 8% Hispanic. Although Hispanics graduate at higher percentages than other ethnic groups, the reasons some Hispanics do not graduate are separate and distinct from generic dropout rationales. Therefore, in order to identify the distinct dropout causes, programs dealing specifically with Hispanics must be created. With such programs in place, the Hispanic student can integrate into the school system and enter society as a viable contributor.

# ANALYSIS OF STATISTICAL INFORMATION
# FROM
# PREVIOUS YEARS AND CURRENT YEAR

SELECTED COUNTIES OF THE STATE OF FLORIDA
GRADUATION RATES
BY ETHNIC CATEGORY
1984 - 85 *

| | WHITE | BLACK | HISPANIC | OTHER | TOTAL |
|---|---|---|---|---|---|
| Dade | 69.09% | 62.84% | 63.96% | 100.00% | 65.86% |
| Broward | 60.93% | 46.28% | 68.32% | 100.00% | 58.00% |
| Lee | 67.29% | 42.00% | 43.75% | 64.29% | 62.36% |
| Orange | 67.05% | 59.98% | 82.74% | 100.00% | 65.29% |
| Hillsborough | 68.16% | 51.71% | 75.91% | 100.00% | 65.78% |
| Overall | 67.83% | 55.33% | 65.37% | 91.01% | 65.07% |

* Figures are compiled by computing the number of ninth graders from the 1981-82 school year who graduated in 1985.

SELECTED COUNTIES OF THE STATE OF FLORIDA
GRADUATION RATES
BY ETHNIC CATEGORY
1985 - 86 *

| | WHITE | BLACK | HISPANIC | OTHER | TOTAL |
|---|---|---|---|---|---|
| Dade | 72.95% | 63.39% | 66.84% | 100.00% | 68.06% |
| Broward | 63.08% | 47.63% | 62.66% | 89.90% | 60.04% |
| Lee | 63.27% | 56.39% | 59.41% | 65.00% | 62.52% |
| Orange | 66.36% | 58.55% | 86.38% | 92.78% | 65.08% |
| Hillsborough | 69.46% | 65.09% | 97.36% | 100.00% | 70.45% |
| Overall | 67.09% | 56.15% | 68.22% | 90.40% | 65.57% |

* Figures are compiled by computing the number of ninth graders from the 1982-83 school year who graduated in 1986.

SELECTED COUNTIES OF THE STATE OF FLORIDA
GRADUATION RATES
BY ETHNIC CATEGORY
1986 - 87 *

| | WHITE | BLACK | HISPANIC | OTHER | TOTAL |
|---|---|---|---|---|---|
| Dade | 71.31% | 62.45% | 65.39% | 91.46% | 66.63% |
| Broward | 62.44% | 47.92% | 62.34% | 86.32% | 59.43% |
| Lee | 55.08% | 36.62% | 53.91% | 60.71% | 52.91% |
| Orange | 66.55% | 48.84% | 76.33% | 80.17% | 69.75% |
| Hillsborough | 67.20% | 62.24% | 92.46% | 100.00% | 67.89% |
| Overall | 65.52% | 54.05% | 67.21% | 85.27% | 63.46% |

* Figures are compiled by computing the number of ninth graders from the 1983-84 school year who graduated in 1987.

SELECTED COUNTIES OF THE STATE OF FLORIDA
STUDENT POPULATION
BY ETHNIC CATEGORY
1986 - 87

| | WHITE | BLACK | HISPANIC | OTHER | TOTAL |
|---|---|---|---|---|---|
| Dade | 24.25% | 32.96% | 41.63% | 1.16% | 100.00% |
| Broward | 64.89% | 27.53% | 5.93% | 1.65% | 100.00% |
| Lee | 78.37% | 15.32% | 5.53% | .78% | 100.00% |
| Orange | 67.21% | 24.65% | 6.06% | 2.08% | 100.00% |
| Hillsborough | 69.06% | 20.90% | 8.08% | 1.96% | 100.00% |
| Overall | 65.55% | 23.53% | 9.52% | 1.40% | 100.00% |

SELECTED COUNTIES OF THE STATE OF FLORIDA
DROP-OUT RATES PER GRADE
PER YEAR
1986 - 87

| | WHITE | BLACK | HISPANIC | OTHER | TOTAL |
|---|---|---|---|---|---|
| Dade | 3.92% | 3.96% | 4.03% | 2.64% | 3.96% |
| Broward | 2.61% | 2.75% | 2.41% | 1.38% | 2.61% |
| Lee | 3.45% | 3.53% | 3.58% | 3.63% | 3.48% |
| Orange | 1.61% | 1.28% | 1.39% | 0.80% | 1.50% |
| Hillsborough | 3.43% | 3.08% | 3.21% | 2.52% | 3.32% |
| Overall | 2.41% | 2.55% | 3.68% | 1.56% | 2.56% |

NOTE: (1) These drop-out rates are not overall (aggregate) rates, but rather a per-grade measurement.

(2) The "Other" category combines the Asian/Pacific Islander and American Indian/Alaskan Native classifications

## RECOMMENDATIONS

The Florida State Commission on Hispanic Affairs, finding that few, if any, of the recommendations of the 1985 Annual Report have been enacted on a statewide level, readopts the recommendations of the 1985 Annual Report and strongly urges the school administrators and public officials to recommit themselves to the goal of erradication of the Hispanic drop-out crisis. The Commission recommends to the Governor, President of the Senate and Speaker of the House of Representatives that Hispanic students:

- Should have an adult counselor, teacher, or administrator, preferably of Hispanic origin or familiar with the Hispanic culture that will build a strong bond between them and the school
- Should feel schools reach out to their parents and involve them in the educational process
- Should not function in a cold, large impersonal school, but the school should be presented as a smaller unit
- Should have more Hispanic role models in the educational process
- Should have a specific curriculum and programs so designed to achieve success, and to enhance self esteem
- Should be aware of and involved in career education from K-12
- Should be able to have choices in "differentiated diplomas" honors, college prep, vocational, etc., without feeling "trapped in a track"
- Should have the community agencies available to them through school referrals
- Should be encouraged to join, participate, and involve themselves in clubs, after school activities, etc.

- Should become more actively involved in their career or vocational planning
- Should be aware of the importance of parent involvement and be part of this process
- Should be aware of alternative and non-traditional, non-punitive school programs
- Should become involved with dropout prevention programs in schools that meet regularly with counselors, have field trips, special activities, etc.
- Should have the most caring and enthusiastic teachers
- Should have every possible intensive reading, writing, and math skills in special after school tutorial classes, besides those in the school day
- Should be helped in coping with personal stress and family stress that arise from the poverty, violence, and isolation of inner city life or migrant economy
- Should be aware that schools could initiate links with the community they live in and strengthen the network for students and parents
- Should become involved with the "whole school process and personnel" in order to obtain confidence and trust in the system
- Should know that their parents are welcomed and encouraged to be part of this school system
- Should know that faculty and staff in the school setting are being sensitized to their special needs and are part of the dropout prevention team
- Should know that the school, home, and community does care, and cares deeply, for their well being and success

HISPANIC STATE EMPLOYMENT

## FOLLOW-UP OF PREVIOUS RECOMMENDATIONS AND ANALYSIS OF PROGRAMS IMPLEMENTED BY THE DEPARTMENT OF ADMINISTRATION

The 1986 Annual Report of the Florida State Commission on Hispanic Affairs examined the underrepresentation of Hispanics within the state governmental workplace. The report found that, although Hispanics comprise approximately 11% of the state's population, only 3.6% of the state's workforce is Hispanic. In an effort to increase the amount of Hispanics employed by state government, the Hispanic Commission proposed a variety of recommendations and proposals. This update proposes to analyze these recommendations and determine which, if any, of the proposals have been implemented. In addition, this update will determine how effective the state has been in attracting more Hispanics to state government. Some of the proposals in the 1986 Annual Report include:

- o Media Services - Although there has been some utilization of Hispanic newspapers to attract potential Hispanic hires, budgetary constraints have limited widespread use of the Hispanic media. Greater use of Hispanic radio and television stations would prove particularly effective in attracting Hispanics to state government.

- o Target Hispanic Community in Recruiting Efforts - In an effort to increase the recruitment efforts within the Hispanic community, the Department of Administration has visited seventeen predominantly Hispanic high schools and spoken to the student regarding the benefits of state employment.

- o Review and Monitor Recruiting Efforts - In order to increase the monitoring of recruitment programs, new affirmative action guidelines have been implemented (see Appendix A). Further, quarterly hiring reports are submitted to the Governor in order to gauge recent trends in state hiring.

- o Recruiting Workshops - The Department of Administration has conducted recruiting workshops on the campus of Florida International University.

- o Recruiters - Recently a recruiter has been hired which will deal specifically with attracting Hispanics to state government.

- o Simplification of the Application Process - The process involved in applying for a state job is currently being simplified. The former maze-like system is being streamlined so as to make this process a much less arduous task.

The Department of Administration has undertaken several steps to enhance Hispanic employment, but it is apparent that greater efforts must be employed. As stated earlier, Hispanics comprised only 3.6% of the state workforce in 1986. Today, one year after the 1986 report was published, the figure stands at an identical 3.6%. The enhanced efforts must come in the area of reaching the potential Hispanic employee. Currently there are no specific funds earmarked for Hispanic recruitment efforts--a specific line-item for Hispanic recruitment would allow administrators to make viable cost-effective programming decisions. Further, the programs currently implemented must be extended. Holding a single public-service announcement or workshop will not alleviate the underrepresentation problem, but a commitment by the State to increase Hispanic employment will. This commitment must be followed by a commitment array of creative programs which specifically target Hispanic. These programs must be continuous and on-going in order to effectively reach the Hispanic community.

The Commission is encouraged by the appointment by the Governor of Adis Vila as Secretary of the Department of Administration. Ms. Vila has expressed genuine concern regarding the lack of Hispanics in state government and has personally initiated programs to increase Hispanic employment. Also encouraging are recent quarterly reports (see page 28, Analysis of Statistical Information) which have shown an increase in the amount of Hispanics being hired by the State. These higher rates, however, are too minor to have a major impact on the overall employment rates. At current hiring rates, it would take many years to bring Hispanic employment in state government to acceptable levels.

# ANALYSIS OF STATISTICAL INFORMATION

DEPARTMENTS OF THE STATE OF FLORIDA
TOTAL NUMBER OF EMPLOYEES
BY ETHNIC CATEGORY - 1987

| | WHITE | BLACK | HISPANIC | OTHER | TOTAL |
|---|---|---|---|---|---|
| Office of the Governor | 283 | 52 | 1 | 5 | 341 |
| Department of Legal Affairs | 273 | 47 | 5 | 1 | 326 |
| Department of Agriculture | 2,829 | 326 | 37 | 36 | 3,228 |
| Department of Banking & Finance | 542 | 122 | 20 | 9 | 693 |
| Department of State | 575 | 138 | 7 | 4 | 724 |
| Department of Insurance | 688 | 178 | 30 | 13 | 909 |
| Department of Commerce | 207 | 41 | 2 | 4 | 254 |
| Department of Education | 1,320 | 409 | 32 | 18 | 1,779 |
| Department of Administration | 416 | 92 | 5 | 4 | 517 |
| Department of Community Affairs | 264 | 50 | 6 | 4 | 324 |
| Department of Business Regulation | 544 | 80 | 58 | 7 | 689 |
| Department of Labor & Employment Security | 3,013 | 1,115 | 183 | 41 | 4,352 |
| Department of Transportation | 6,661 | 1,559 | 348 | 301 | 8,869 |
| Department of Environmental Regulation | 967 | 64 | 14 | 45 | 1,090 |
| Department of Citrus | 138 | 2 | 0 | 2 | 142 |
| Department of Professional Regulation | 485 | 139 | 6 | 7 | 637 |
| Department of Health & Rehabilitative Services | 20,788 | 12,857 | 1,779 | 341 | 35,765 |
| Public Service Commission | 280 | 51 | 7 | 5 | 343 |
| Department of Military Affairs | 153 | 38 | 0 | 1 | 192 |
| Commission on Ethics | N/A | | | | |
| Department of Corrections | 9,849 | 2,631 | 331 | 10 | 12,912 |
| Department of Law Enforcement | 904 | 177 | 5 | 12 | 1,098 |
| Department of General Services | 672 | 410 | 12 | 7 | 1,101 |
| Department of Revenue | 1,081 | 263 | 59 | 58 | 1,961 |
| Department of Natural Resources | 1,669 | 159 | 27 | 47 | 1,902 |
| Department of Highway Safety & Motor Vehicles | 3,794 | 736 | 113 | 36 | 4,679 |
| Game & Fresh Water Fish Commission | 772 | 18 | 0 | 3 | 793 |
| Parol & Probation Commission | 84 | 30 | 1 | 0 | 115 |
| Grand Total | 59,251 | 21,784 | 3,088 | 1,112 | 85,235 |

DEPARTMENTS OF THE STATE OF FLORIDA
PERCENTAGE OF EMPLOYMENT
BY ETHNIC CATEGORY - 1987

| | WHITE | BLACK | HISPANIC | OTHER |
|---|---|---|---|---|
| Office of the Governor | 83.0 | 15.2 | 0.3 | 1.5 |
| Department of Legal Affairs | 83.7 | 14.4 | 1.5 | 0.3 |
| Department of Agriculture | 87.6 | 10.1 | 1.1 | 1.1 |
| Department of Banking & Finance | 78.2 | 17.6 | 2.9 | 1.3 |
| Department of State | 79.4 | 19.1 | 1.0 | 0.5 |
| Department of Insurance | 75.7 | 19.6 | 3.3 | 1.4 |
| Department of Commerce | 81.5 | 16.1 | 0.7 | 1.6 |
| Department of Education | 74.2 | 23.0 | 1.8 | 1.0 |
| Department of Administration | 80.5 | 17.8 | 1.0 | 0.8 |
| Department of Community Affairs | 81.5 | 15.4 | 1.9 | 1.2 |
| Department of Business Regulation | 79.0 | 11.6 | 8.4 | 1.0 |
| Department of Labor & Employment Security | 69.2 | 25.6 | 4.2 | 1.0 |
| Department of Transportation | 75.1 | 17.6 | 3.9 | 3.4 |
| Department of Environmental Regulation | 88.7 | 5.9 | 1.3 | 4.1 |
| Department of Citrus | 97.2 | 1.4 | 0.0 | 1.4 |
| Department of Professional Regulation | 76.1 | 21.8 | 0.9 | 1.1 |
| Department of Health & Rehabilitative Services | 58.1 | 35.9 | 5.0 | 1.0 |
| Public Service Commission | 81.6 | 14.9 | 2.0 | 1.5 |
| Department of Military Affairs | 79.7 | 19.8 | 0.0 | 0.5 |
| Commission on Ethics | N/A | | | |
| Department of Corrections | 76.2 | 20.4 | 2.6 | 0.8 |
| Department of Law Enforcement | 82.3 | 16.1 | 0.5 | 1.1 |
| Department of General Services | 61.0 | 37.2 | 1.1 | 0.6 |
| Department of Revenue | 74.0 | 18.0 | 4.0 | 4.0 |
| Department of Natural Resources | 87.7 | 8.4 | 1.4 | 2.5 |
| Department of Highway Safety & Motor Vehicles | 81.1 | 15.7 | 2.4 | 0.8 |
| Game & Fresh Water Fish Commission | 97.4 | 2.3 | 0.0 | 0.3 |
| Parol & Probation Commission | 73.0 | 26.1 | 0.9 | 0.0 |
| Grand Total | 69.5% | 25.6% | 3.6% | 1.3% |

DEPARTMENTS OF THE STATE OF FLORIDA
NUMBER OF EMPLOYEES BY SPECIFIC JOB CLASSIFIATION
AND BY ETHNIC CATEGORY - 1987

Officials and Administrators

| | WHITE | BLACK | HISPANIC | OTHER |
|---|---|---|---|---|
| Office of the Governor | 53 | 0 | 0 | 0 |
| Department of Legal Affairs | 155 | 10 | 2 | 0 |
| Department of Agriculture | 16 | 0 | 0 | 0 |
| Department of Banking & Finance | 63 | 2 | 1 | 0 |
| Department of State | 83 | 3 | 0 | 0 |
| Department of Insurance | 77 | 5 | 2 | 2 |
| Department of Commerce | 18 | 2 | 0 | 3 |
| Department of Education | 42 | 4 | 0 | 2 |
| Department of Administration | 24 | 5 | 1 | 0 |
| Department of Community Affairs | 28 | 1 | 0 | 0 |
| Department of Business Regulation | 38 | 2 | 3 | 0 |
| Department of Labor & Employment Security | 93 | 11 | 3 | 3 |
| Department of Transportation | 36 | 0 | 3 | 0 |
| Department of Environmental Regulation | 60 | 0 | 0 | 1 |
| Department of Citrus | 24 | 0 | 0 | 0 |
| Department of Professional Regulation | 47 | 4 | 0 | 1 |
| Department of Health & Rehabilitative Services | 378 | 30 | 94 | 84 |
| Public Service Commission | 77 | 1 | 0 | 0 |
| Department of Military Affairs | 7 | 0 | 0 | 0 |
| Commission on Ethics | N/A | | | |
| Department of Corrections | 102 | 6 | 7 | 11 |
| Department of Law Enforcement | 51 | 6 | 0 | 0 |
| Department of General Services | 53 | 2 | 0 | 0 |
| Department of Revenue | 48 | 1 | 0 | 1 |
| Department of Natural Resources | 73 | 1 | 0 | 0 |
| Department of Highway Safety & Motor Vehicles | 46 | 1 | 1 | 0 |
| Game & Fresh Water Fish Commission | 34 | 0 | 0 | 0 |
| Parol & Probation Commission | 3 | 1 | 0 | 0 |
| Grand Total | 1,699 | 98 | 117 | 108 |

DEPARTMENTS OF THE STATE OF FLORIDA
NUMBER OF EMPLOYEES BY SPECIFIC JOB CLASSIFIATION
AND BY ETHNIC CATEGORY - 1987

Professionals

| | WHITE | BLACK | HISPANIC | OTHER |
|---|---|---|---|---|
| Office of the Governor | 151 | 22 | 1 | 3 |
| Department of Legal Affairs | 24 | 3 | 0 | 0 |
| Department of Agriculture | 850 | 36 | 17 | 18 |
| Department of Banking & Finance | 297 | 42 | 11 | 4 |
| Department of State | 223 | 33 | 2 | 2 |
| Department of Insurance | 355 | 48 | 18 | 4 |
| Department of Commerce | 103 | 14 | 2 | 0 |
| Department of Education | 696 | 83 | 17 | 7 |
| Department of Administration | 224 | 43 | 4 | 3 |
| Department of Community Affairs | 164 | 30 | 4 | 4 |
| Department of Business Regulation | 213 | 16 | 23 | 6 |
| Department of Labor & Employment Security | 2,115 | 627 | 132 | 37 |
| Department of Transportation | 2,348 | 130 | 124 | 77 |
| Department of Environmental Regulation | 660 | 20 | 9 | 40 |
| Department of Citrus | 62 | 0 | 0 | 2 |
| Department of Professional Regulation | 185 | 16 | 3 | 4 |
| Department of Health & Rehabilitative Services | 11,338 | 3,574 | 825 | 125 |
| Public Service Commission | 152 | 26 | 6 | 5 |
| Department of Military Affairs | 32 | 1 | 0 | 0 |
| Commission on Ethics | N/A | | | |
| Department of Corrections | 2,627 | 684 | 83 | 39 |
| Department of Law Enforcement | 317 | 40 | 1 | 2 |
| Department of General Services | 189 | 17 | 6 | 2 |
| Department of Revenue | 639 | 91 | 46 | 38 |
| Department of Natural Resources | 431 | 21 | 5 | 5 |
| Department of Highway Safety & Motor Vehicles | 210 | 6 | 1 | 0 |
| Game & Fresh Water Fish Commission | 255 | 1 | 0 | 2 |
| Parol & Probation Commission | 43 | 10 | 1 | 0 |
| Grand Total | 24,923 | 5,634 | 1,341 | 429 |

DEPARTMENTS OF THE STATE OF FLORIDA
NUMBER OF EMPLOYEES BY SPECIFIC JOB CLASSIFIATION
AND BY ETHNIC CATEGORY - 1987

Technicians

| | WHITE | BLACK | HISPANIC | OTHER |
|---|---|---|---|---|
| Office of the Governor | 21 | 1 | 0 | 0 |
| Department of Legal Affairs | 1 | 0 | 0 | 0 |
| Department of Agriculture | 658 | 63 | 9 | 11 |
| Department of Banking & Finance | 84 | 11 | 0 | 1 |
| Department of State | 33 | 9 | 1 | 0 |
| Department of Insurance | 27 | 5 | 2 | 2 |
| Department of Commerce | 4 | 1 | 0 | 0 |
| Department of Education | 72 | 11 | 1 | 2 |
| Department of Administration | 36 | 5 | 0 | 0 |
| Department of Community Affairs | 9 | 0 | 1 | 0 |
| Department of Business Regulation | 24 | 2 | 1 | 0 |
| Department of Labor & Employment Security | 90 | 12 | 0 | 1 |
| Department of Transportation | 1,199 | 200 | 94 | 73 |
| Department of Environmental Regulation | 48 | 6 | 1 | 1 |
| Department of Citrus | 10 | 1 | 0 | 0 |
| Department of Professional Regulation | 6 | 0 | 0 | 0 |
| Department of Health & Rehabilitative Services | 694 | 237 | 29 | 7 |
| Public Service Commission | 6 | 1 | 0 | 0 |
| Department of Military Affairs | 7 | 0 | 0 | 0 |
| Commission on Ethics | N/A | | | |
| Department of Corrections | 273 | 48 | 29 | 13 |
| Department of Law Enforcement | 173 | 80 | 0 | 7 |
| Department of General Services | 69 | 5 | 0 | 1 |
| Department of Revenue | 69 | 16 | 2 | 2 |
| Department of Natural Resources | 59 | 10 | 1 | 1 |
| Department of Highway Safety & Motor Vehicles | 155 | 12 | 3 | 1 |
| Game & Fresh Water Fish Commission | 66 | 0 | 0 | 1 |
| Parol & Probation Commission | 1 | 1 | 0 | 0 |
| Grand Total | 3,894 | 738 | 174 | 124 |

DEPARTMENTS OF THE STATE OF FLORIDA
NUMBER OF EMPLOYEES BY SPECIFIC JOB CLASSIFIATION
AND BY ETHNIC CATEGORY - 1987

Protective Services

| | WHITE | BLACK | HISPANIC | OTHER |
|---|---|---|---|---|
| Office of the Governor | 0 | 0 | 0 | 0 |
| Department of Legal Affairs | 0 | 0 | 0 | 0 |
| Department of Agriculture | 605 | 67 | 5 | 0 |
| Department of Banking & Finance | 0 | 0 | 0 | 0 |
| Department of State | 17 | 0 | 0 | 0 |
| Department of Insurance | 37 | 2 | 1 | 0 |
| Department of Commerce | 0 | 0 | 0 | 0 |
| Department of Education | 3 | 1 | 0 | 0 |
| Department of Administration | 0 | 0 | 0 | 0 |
| Department of Community Affairs | 4 | 1 | 0 | 0 |
| Department of Business Regulation | 103 | 15 | 8 | 0 |
| Department of Labor & Employment Security | 0 | 0 | 0 | 0 |
| Department of Transportation | 75 | 16 | 2 | 1 |
| Department of Environmental Regulation | 0 | 0 | 0 | 0 |
| Department of Citrus | 0 | 0 | 0 | 0 |
| Department of Professional Regulation | 0 | 0 | 0 | 0 |
| Department of Health & Rehabilitative Services | 174 | 140 | 21 | 0 |
| Public Service Commission | 0 | 0 | 0 | 0 |
| Department of Military Affairs | 16 | 4 | 0 | 0 |
| Commission on Ethics | N/A | | | |
| Department of Corrections | 5,402 | 1,589 | 179 | 27 |
| Department of Law Enforcement | 264 | 26 | 3 | 4 |
| Department of General Services | 100 | 44 | 1 | 2 |
| Department of Revenue | 0 | 0 | 0 | 0 |
| Department of Natural Resources | 317 | 23 | 4 | 4 |
| Department of Highway Safety & Motor Vehicles | 1,513 | 216 | 53 | 10 |
| Game & Fresh Water Fish Commission | 315 | 6 | 0 | 0 |
| Parol & Probation Commission | 0 | 0 | 0 | 0 |
| Grand Total | 8,945 | 2,150 | 275 | 48 |

DEPARTMENTS OF THE STATE OF FLORIDA
NUMBER OF EMPLOYEES BY SPECIFIC JOB CLASSIFIATION
AND BY ETHNIC CATEGORY - 1987

Paraprofessionals

| | WHITE | BLACK | HISPANIC | OTHER |
|---|---|---|---|---|
| Office of the Governor | 4 | 0 | 0 | 0 |
| Department of Legal Affairs | 12 | 4 | 0 | 0 |
| Department of Agriculture | 30 | 12 | 0 | 0 |
| Department of Banking & Finance | 31 | 9 | 0 | 2 |
| Department of State | 28 | 11 | 0 | 0 |
| Department of Insurance | 16 | 12 | 0 | 0 |
| Department of Commerce | 4 | 2 | 0 | 1 |
| Department of Education | 132 | 100 | 0 | 5 |
| Department of Administration | 36 | 10 | 0 | 0 |
| Department of Community Affairs | 8 | 1 | 1 | 0 |
| Department of Business Regulation | 18 | 3 | 3 | 0 |
| Department of Labor & Employment Security | 62 | 62 | 17 | 0 |
| Department of Transportation | 68 | 26 | 4 | 6 |
| Department of Environmental Regulation | 13 | 2 | 0 | 0 |
| Department of Citrus | 6 | 0 | 0 | 0 |
| Department of Professional Regulation | 8 | 5 | 0 | 0 |
| Department of Health & Rehabilitative Services | 2,870 | 5,205 | 309 | 42 |
| Public Service Commission | 3 | 1 | 0 | 0 |
| Department of Military Affairs | 11 | 1 | 0 | 0 |
| Commission on Ethics | N/A | | | |
| Department of Corrections | 231 | 42 | 8 | 0 |
| Department of Law Enforcement | 8 | 5 | 0 | 0 |
| Department of General Services | 21 | 8 | 0 | 0 |
| Department of Revenue | 112 | 39 | 2 | 7 |
| Department of Natural Resources | 30 | 3 | 0 | 2 |
| Department of Highway Safety & Motor Vehicles | 25 | 7 | 0 | 0 |
| Game & Fresh Water Fish Commission | 7 | 2 | 0 | 0 |
| Parol & Probation Commission | 4 | 2 | 0 | 0 |
| Grand Total | 3,798 | 5,574 | 344 | 65 |

DEPARTMENTS OF THE STATE OF FLORIDA
NUMBER OF EMPLOYEES BY SPECIFIC JOB CLASSIFIATION
AND BY ETHNIC CATEGORY - 1987

Office Clerical

| | WHITE | BLACK | HISPANIC | OTHER |
|---|---|---|---|---|
| Office of the Governor | 54 | 23 | 0 | 0 |
| Department of Legal Affairs | 79 | 30 | 3 | 1 |
| Department of Agriculture | 366 | 67 | 4 | 5 |
| Department of Banking & Finance | 64 | 57 | 8 | 2 |
| Department of State | 165 | 66 | 3 | 2 |
| Department of Insurance | 176 | 102 | 6 | 5 |
| Department of Commerce | 55 | 16 | 0 | 0 |
| Department of Education | 308 | 136 | 11 | 2 |
| Department of Administration | 92 | 29 | 0 | 1 |
| Department of Community Affairs | 51 | 17 | 0 | 0 |
| Department of Business Regulation | 142 | 40 | 20 | 0 |
| Department of Labor & Employment Security | 642 | 380 | 31 | 10 |
| Department of Transportation | 1,056 | 355 | 44 | 47 |
| Department of Environmental Regulation | 181 | 36 | 4 | 4 |
| Department of Citrus | 32 | 0 | 0 | 0 |
| Department of Professional Regulation | 188 | 112 | 2 | 0 |
| Department of Health & Rehabilitative Services | 4,359 | 2,438 | 445 | 71 |
| Public Service Commission | 42 | 20 | 1 | 0 |
| Department of Military Affairs | 38 | 0 | 0 | 0 |
| Commission on Ethics | N/A | | | |
| Department of Corrections | 931 | 239 | 33 | 10 |
| Department of Law Enforcement | 90 | 20 | 1 | 3 |
| Department of General Services | 140 | 42 | 0 | 1 |
| Department of Revenue | 211 | 115 | 9 | 10 |
| Department of Natural Resources | 215 | 51 | 3 | 7 |
| Department of Highway Safety & Motor Vehicles | 1,795 | 455 | 53 | 23 |
| Game & Fresh Water Fish Commission | 89 | 8 | 0 | 0 |
| Parol & Probation Commission | 33 | 16 | 0 | 0 |
| Grand Total | 11,594 | 4,870 | 681 | 204 |

DEPARTMENTS OF THE STATE OF FLORIDA
NUMBER OF EMPLOYEES BY SPECIFIC JOB CLASSIFIATION
AND BY ETHNIC CATEGORY - 1987

Skilled Craftman

| | WHITE | BLACK | HISPANIC | OTHER |
|---|---|---|---|---|
| Office of the Governor | 0 | 0 | 0 | 0 |
| Department of Legal Affairs | 1 | 0 | 0 | 0 |
| Department of Agriculture | 126 | 8 | 1 | 0 |
| Department of Banking & Finance | 2 | 0 | 0 | 0 |
| Department of State | 36 | 4 | 0 | 0 |
| Department of Insurance | 0 | 4 | 1 | 0 |
| Department of Commerce | 0 | 0 | 0 | 0 |
| Department of Education | 31 | 2 | 0 | 0 |
| Department of Administration | 4 | 0 | 0 | 0 |
| Department of Community Affairs | 0 | 0 | 0 | 0 |
| Department of Business Regulation | 2 | 1 | 0 | 0 |
| Department of Labor & Employment Security | 9 | 3 | 0 | 0 |
| Department of Transportation | 542 | 108 | 12 | 22 |
| Department of Environmental Regulation | 5 | 0 | 0 | 0 |
| Department of Citrus | 9 | 1 | 0 | 0 |
| Department of Professional Regulation | 1 | 1 | 0 | 0 |
| Department of Health & Rehabilitative Services | 453 | 71 | 11 | 4 |
| Public Service Commission | 0 | 2 | 0 | 0 |
| Department of Military Affairs | 33 | 9 | 0 | 0 |
| Commission on Ethics | N/A | | | |
| Department of Corrections | 273 | 14 | 2 | 1 |
| Department of Law Enforcement | 1 | 0 | 0 | 0 |
| Department of General Services | 71 | 13 | 0 | 0 |
| Department of Revenue | 1 | 1 | 0 | 0 |
| Department of Natural Resources | 51 | 2 | 2 | 6 |
| Department of Highway Safety & Motor Vehicles | 19 | 3 | 1 | 0 |
| Game & Fresh Water Fish Commission | 4 | 1 | 0 | 0 |
| Parol & Probation Commission | 0 | 0 | 0 | 0 |
| Grand Total | 1,669 | 248 | 30 | 33 |

DEPARTMENTS OF THE STATE OF FLORIDA
NUMBER OF EMPLOYEES BY SPECIFIC JOB CLASSIFIATION
AND BY ETHNIC CATEGORY - 1987

Service Maintenance

| | WHITE | BLACK | HISPANIC | OTHER |
|---|---|---|---|---|
| Office of the Governor | 0 | 6 | 0 | 0 |
| Department of Legal Affairs | 1 | 0 | 0 | 0 |
| Department of Agriculture | 178 | 73 | 1 | 2 |
| Department of Banking & Finance | 1 | 1 | 0 | 0 |
| Department of State | 20 | 12 | 1 | 0 |
| Department of Insurance | 0 | 0 | 0 | 0 |
| Department of Commerce | 3 | 6 | 0 | 0 |
| Department of Education | 36 | 72 | 3 | 0 |
| Department of Administration | 0 | 0 | 0 | 0 |
| Department of Community Affairs | 0 | 0 | 0 | 0 |
| Department of Business Regulation | 4 | 1 | 2 | 1 |
| Department of Labor & Employment Security | 3 | 19 | 0 | 0 |
| Department of Transportation | 1,337 | 724 | 65 | 75 |
| Department of Environmental Regulation | 0 | 0 | 0 | 0 |
| Department of Citrus | 0 | 0 | 0 | 0 |
| Department of Professional Regulation | 0 | 0 | 0 | 0 |
| Department of Health & Rehabilitative Services | 522 | 1,162 | 45 | 8 |
| Public Service Commission | 0 | 0 | 0 | 0 |
| Department of Military Affairs | 9 | 23 | 0 | 1 |
| Commission on Ethics | N/A | | | |
| Department of Corrections | 8 | 10 | 0 | 0 |
| Department of Law Enforcement | 0 | 0 | 0 | 0 |
| Department of General Services | 29 | 279 | 5 | 1 |
| Department of Revenue | 0 | 0 | 0 | 0 |
| Department of Natural Resources | 493 | 48 | 12 | 22 |
| Department of Highway Safety & Motor Vehicles | 31 | 36 | 1 | 2 |
| Game & Fresh Water Fish Commission | 0 | 0 | 0 | 0 |
| Parol & Probation Commission | 0 | 0 | 0 | 0 |
| Grand Total | 2,675 | 2,472 | 135 | 112 |

DEPARTMENTS OF THE STATE OF FLORIDA
COMPARISON OF PERCENTAGES FOR HISPANICS
FROM 1986 TO 1987

| | 1986 | 1987 |
|---|---|---|
| Office of the Governor | 0.8 | 0.3 |
| Department of Legal Affairs | 1.3 | 1.5 |
| Department of Agriculture | .9 | 1.1 |
| Department of Banking & Finance | 2.4 | 2.9 |
| Department of State | 1.9 | 1.0 |
| Department of Insurance | 3.3 | 3.3 |
| Department of Commerce | 2.0 | 0.7 |
| Department of Education | 1.3 | 1.8 |
| Department of Administration | 0.6 | 1.0 |
| Department of Community Affairs | 3.0 | 1.9 |
| Department of Business Regulation | 6.9 | 8.4 |
| Department of Labor & Employment Security | 5.3 | 4.2 |
| Department of Transportation | 3.6 | 3.9 |
| Department of Environmental Regulation | 1.4 | 1.3 |
| Department of Citrus | 0.0 | 0.0 |
| Department of Professional Regulation | 0.8 | 0.9 |
| Department of Health & Rehabilitative Services | 4.9 | 5.0 |
| Public Service Commission | 2.1 | 2.0 |
| Department of Military Affairs | 0.0 | 0.0 |
| Commission on Ethics | N/A | |
| Department of Corrections | 2.3 | 2.6 |
| Department of Law Enforcement | 1.2 | 0.5 |
| Department of General Services | 1.0 | 1.1 |
| Department of Revenue | 3.9 | 4.0 |
| Department of Natural Resources | 1.4 | 1.4 |
| Department of Highway Safety & Motor Vehicles | 3.5 | 2.4 |
| Game & Fresh Water Fish Commission | 0.1 | 0.0 |
| Parol & Probation Commission | 0.0 | 0.9 |
| Grand Total | 3.6% | 3.6% |

DEPARTMENTS OF THE STATE OF FLORIDA
TOTAL NUMBER OF EMPLOYEES
BY JOB CLASSIFICATION AND
BY ETHNIC CATEGORY - 1987

| | WHITE | BLACK | HISPANIC | OTHER | TOTAL |
|---|---|---|---|---|---|
| Officials and Administrators | 1,699 | 98 | 117 | 108 | 2,022 |
| Professionals | 24,923 | 5,604 | 1,341 | 429 | 32,327 |
| Technicians | 3,894 | 738 | 174 | 124 | 4,930 |
| Protective Service Workers | 8,945 | 2,150 | 275 | 48 | 11,418 |
| Paraprofessionals | 3,798 | 5,574 | 344 | 65 | 9,781 |
| Office Clerical | 11,594 | 4,870 | 681 | 204 | 17,349 |
| Skilled Craft Workers | 1,669 | 248 | 30 | 33 | 1,980 |
| Service Maintenance | 2,675 | 2,472 | 135 | 112 | 5,394 |

DEPARTMENTS OF THE STATE OF FLORIDA
PERCENTAGE OF EMPLOYMENT
BY JOB CLASSIFICATION AND
BY ETHNIC CATEGORY - 1987

| | WHITE | BLACK | HISPANIC | OTHER | TOTAL |
|---|---|---|---|---|---|
| Officials and Administrators | 84.0 | 4.8 | 5.8 | 5.4 | 100% |
| Professionals | 77.1 | 17.5 | 4.1 | 1.3 | 100% |
| Technicians | 79.0 | 15.0 | 3.5 | 2.5 | 100% |
| Protective Service Workers | 78.3 | 18.8 | 2.4 | 0.5 | 100% |
| Paraprofessionals | 38.8 | 57.0 | 3.5 | 0.7 | 100% |
| Office Clerical | 66.8 | 28.1 | 3.9 | 1.2 | 100% |
| Skilled Craft Workers | 84.3 | 12.5 | 1.5 | 1.7 | 100% |
| Service Maintenance | 49.6 | 45.8 | 2.5 | 2.1 | 100% |

## RECOMMENDATIONS

The Florida State Commission on Hispanic Affairs pursuant to Florida State 14.25, recommends to the Governor, the President of the Senate, and the Speaker of the House that:

- Creative and innovative programs be implemented in order to attract a greater number of Hispanics to state government
- The programs adopted should be implemented on a long-term basis in order to allow the program's effectiveness to flourish
- Greater accountability for the programs should be enacted in order to weed out the ineffective programs
- A separate budgetary line-item for the recruitment of Hispanics should be created to allow state administrators to make efficient cost-effective decisions on the viability of the particular recruitment programs
- Hispanic representation in all categories of state employment be increased, particularly in policy-making and professinal categories
- Hispanic media service be used with greater frequency in advertising state positions
- The State sponsor a greater number of recruiting workshops in Hispanic communities throughout the State
- The Department of Administration, in conjunction with other agencies, develop a talent bank which may be used to recruit candidates to fill positions
- The Governor call for a meeting of all the department heads of the various state agencies to emphasize the State's commitment to increasing the Hispanic representation in state government and search for ways of implementing that commitment

- A campaign be embarked on to educate the Hispanic community regarding the various benefits of state employment and the specific procedures to follow in the job application process

- Hispanic recruiters should be hired to speak to Hispanic civic organizations and engage in other methods to reach the Hispanic community

- The Governor appoint a greater number of qualified Hispanics to decision-making positions

- The Governor, the Legislature, and the Cabinet restate Florida's commitment to full compliance with Federal and State Statutes regarding affirmative action and equal employment opportunities

# PUBLIC HEARINGS

STATE OF FLORIDA

Office of the Governor

THE CAPITOL
TALLAHASSEE, FLORIDA 32399-0001

BOB MARTINEZ
GOVERNOR

FLORIDA STATE COMMISSION ON HISPANIC AFFAIRS

REGULAR MEETING

JANUARY 23, 1987

TALLAHASSEE, FLORIDA

AGENDA

| | |
|---|---|
| I. | CALL TO ORDER |
| II. | ROLL CALL |
| III. | DECLARATION OF QUORUM |
| IV. | INTRODUCTORY REMARKS |
| V. | VISIT BY GOVERNOR BOB MARTINEZ |
| VI. | SUNSET REVIEW-STATUS REPORT |
| VII. | 1986 ANNUAL REPORT |
| VIII. | FUTURE VISIT OF MR. BERNARD HAMILTON, PRESIDENT OF AMERICAN EXPRESS, TO SAN CARLOS INSTITUTE-COMMISSION'S PARTICIPATION. |
| IX. | NEW BUSINESS |
| X. | NEXT MEETING DATE AND LOCATION |
| XI. | ADJOURNMENT |

STATE OF FLORIDA

Office of the Governor

THE CAPITOL
TALLAHASSEE, FLORIDA 32399-0001

BOB MARTINEZ
GOVERNOR

FLORIDA STATE COMMISSION ON HISPANIC AFFAIRS

REGULAR MEETING

Summary of the meeting held by the Commission in Tallahassee, Florida on January 23, 1987 at 1:00 p.m.

Commissioners Present

Rafael Penalver (Chairman), Ivette Morgan, Frank DeVarona, Robert DeVarona, Rene Gonzalez, Celia Fernandez, Gabriel Cazares, Pablo Mila, Luis Botifoll, Mercedes DiMaio, Luis Rincon.

Staff Present

Angel T. Gonzalez, Executive Director.

INTRODUCTION

Due to the Chairman's delay, Commissioner Dr. Ivette Morgan called the meeting to order. She then entertained a motion presented by Frank DeVarona.

Frank DeVarona moved that the Governor retain Angel T. Gonzalez for as long as possible (minimum of two months) so that the Commission can have a smooth transition during the present administrative changes in the Governor's Office. He indicated that the Commission had been served extremely well during the last few years by Mr. Gonzalez. He also added that Mr. Gonzalez was highly respected by each of the members and that he would always be grateful to Mr. Gonzalez for his services to the Commission and the State of Florida.

Mercedes DiMaio seconded the motion and added that the Commission had run very smoothly and professionally because of Mr. Gonzalez. He had always been at the service of the members and had served them very well. She then thanked Mr. Gonzalez personally and on behalf of the members for his services.

The motion was adopted by voice vote.

1986 ANNUAL REPORT

Mr. Gonzalez reported that since it was not certain how much longer he was going to be serving the Commission, he recommended that the Commission appoint a committee to begin writing the annual report. He pointed out that he was providing the necessary documents, including the minutes of the meetings, which are to be included as part of the report. He suggested that three members should serve on this committee.

Dr. Morgan recommended waiting until the Chairman arrived before taking action on this matter.

Mr. Gonzalez indicated that the report had to be completed before the legislative session begins in April. The Commission had until December 31, 1987 to gather all the information and compile all the necessary figures, but had to have the report finished and ready to be presented during the first week in April. He added that to complete the report it should only take about four to five weeks. He further indicated that he would provide all the necessary assistance while he was still in the Governor's Office. Mr. Gonzalez reported that the annual report was to have one major topic as its principal subject. The topic concerned the employment of Hispanics by the State.

Gabriel Cazares asked if the report was going to include any other topics.

Mr. Gonzalez indicated that the only other major topic that the Commission had studied since June of 1986 was the Latin American Collection at the University of Florida.

The Chairman arrived at the meeting at approximately 1:45 p.m. He apologized for his delay and indicated that the cause of his tardiness was due to a delay at Tampa International Airport.

The Chairman then preceeded to discuss the present administrative situation of the Commission. He indicated that the Commission had an annual report to complete and the Executive Director, Mr. Gonzalez, had limited staff assistance in the Governor's Office. He stressed that with the new administration there is new emphasis on governmental efficiency. For this reason an extensive report would be out of line. If the Commission can consolidate the minutes of the meetings, the written presentations that have been given to the Commission over the past year, a preface, an Executive Director's report and a Chairman's report, along with a report from each of the members, it should be what could be expected as part of this year's annual report.

A letter from Governor Martinez is also to be included.

In conclusion, the report is to include the following sections:

1. Introduction

2. Executive Director's Report

3. Chairman's Report

4. Minutes of meetings

5. Area reports

6. Appendixes

The Chairman agreed to discuss the activities of the Commission concerning the Latin American Collection in his report. He also added that the Executive Director's report and the Chairman's report should be completed at the next meeting of the Commission.

CHAIRMAN'S REPORT

The Chairman gave a report on the events that have taken place since the last meeting of the Commission. He discussed details about the gubernatorial elections and gave the names of the new Chief of Staff and Deputy Chief of Staff in the Governor's Office. He indicated that since the middle of November he had tried to set up an appointment in the Governor's Office to discuss the future of the Commission. He expressed that he had had difficulty in having his calls returned. Last week he was able to set up a meeting with Mr. Jacob Stuart, Deputy Chief of Staff. The Chairman added that the philosophy of the new administration is that there is a need to streamline government in all areas. Special advocacy groups do not form part of this idea of the new government. The Governor has promised to reduce the budget by $800 million. He wants his own office to set the example. Part of the work plan being proposed is to shift a number of the Commissions to other departments so that they do not continue to operate within the Governor's Office. The Chairman indicated that during the meeting, officials in the Governor's Office spoke highly of the Hispanic Commission and the work it has accomplished, being categorized as a model Commission.

The Chairman reported that the Commission is also under sunset review. He discussed the results of the Commission's meeting in Tampa last December, to which Mr. Clint Smawlley, Legislative Analyst with the Senate's Governmental Operations

Committee, attended. Mr. Smawlley recommended that the Commission's name be changed to Council and that the subpoena powers of the Commission be removed. The Commission expressed their disapproval on these changes during the meeting.

The Chairman discussed a meeting he had with Senator's Ileana Ros and Dexter Lehtinen. Both legislators extended their support for the Commission. Senator Ileana Ros appeared before a meeting of the Senate's Governmental Operations Committee and expressed that the Hispanic Commission was an exemplary Commission. She also added that it was her hope that the Commission not only be continued with its present budget but that perhaps the budget should be increased to meet the new requirements. The recommendations of Senator Ros were approved by this Committee, which voted to continue the Hispanic Commission with at least a $25,000 budget under the same guidelines it now has.

The future of the Executive Director of the Commission, Angel T. Gonzalez, was also discussed by the Chairman. He pointed out that he had discussed Mr. Gonzalez's future with Mr. Jeb Bush and Mr. Jacob Stuart. However, Mr. Gonzalez had received a letter terminating his assignment with the Governor's Office as of January 30, 1987. At a more recent meeting in the Governor's Office, Mr. Stuart had expressed that Mr. Gonzalez could remain with the Commission for a few more days during February.

Mr. Penalver also reported that he had offered his resignation as member and Chairman of the Commission to the new administration. He added that he wanted to give the Governor the opportunity to appoint someone he new to serve on the Commission. The Governor's Office rejected this idea and indicated that they will be considering the situation and that no decision would be made until the Governor had a chance to talk to the Chairman about the Commission in depth.

The Chairman also discussed the impact that taking the Commission out of the Governor's Office would have. He indicated that if the Commission were to be placed in a different agency it would be a mistake. It would take away the efficiency of the Commission. The public's perception would be different and all the work the Commission has accomplished for four years would be negatively affected.

There followed a general discussion.

Robert DeVarona expressed his views regarding the work of the Commission with the new administration. He indicated that there was a need to give more time to the new administration and to allow the Commission to present its work to the new Governor. He added that the work that the Commission has accomplished is a good example of its positive aspects.

Luis Botifoll expressed his concern about the present situation confronted by the Commission. He stressed that the question of whether the Commission should continue to exist or not is not the Commission's problem. It is a problem of the Hispanic constituency throughout the entire State. Dr. Botifoll indicated that if the Commission can not come to some conclusion on what the definite ideas of the Governor are, regarding the future of the Commission, in a short period of time, the Hispanic constituency should be informed. He pointed out that he was very upset that a Governor who calls himself a Hispanic is against the Commission. Based on his experience with the Commission he further added, the Commission had not only work very efficiently but it had been non-partisan. No political issues have ever been raised. The Commission is completely independent and its record is a clear evidence of this issue. He suggested giving the current administration a brief period of time, perhaps a month, to inform the Commission if it wants to remove it form the Governor's Office or not. After this decision has been made, then inform the Hispanic citizens on this matter. The people in the community are entitled to know what the Governor's feelings are concerning the Hispanic Commission.

Luis Rincon pointed out that the Commission's main problem at the moment is the completion of its annual report. If Angel Gonzalez leaves his current position soon, the Commission will face a serious problem. He then added that the members should ask the Governor that Angel Gonzalez be given the necessary time to complete the annual report. Not to decide at the moment what the future of the Commission is going to be, but for the Commission to be given the opportunity to prove what it was able to accomplish last year. He further added that the Commission should request that Angel Gonzalez be allowed to remain as Executive Director until the annual report is completed and presented to the Governor.

Ivette Morgan indicated that the request may place Mr. Gonzalez in a difficult situation since he may be able to obtain another position in the near future. He should be given the freedom to accept a new position if he so desires. She also pointed out that if the current administration is not going to allow the Commission to stay in the Governor's Office this action will not terminate the Commission. The Commission will continue to exist and receive the necessary funding from the legislature, and the members will still have a task to comply with and the people to serve.

The Chairman pointed out that if the Commission is removed from the Governor's Office, the Commission will be reduced to a report writing Commission reporting to an agency's Secretary.

Frank DeVarona expressed that the Commission should wait for a period of time, if after this time the Governor's decision is to downgrade the Commission or not to support it then the one million Hispanic citizens in the State of Florida should know about this action.

The Chairman suggested writing a detailed letter to the Governor outlining what the Commission has done in the past few years, who the Commission represents and what has been accomplished. The letter should also express that the members are concerned about the uncertainty regarding the Commission, making it difficult to operate under such circumstances. And that the Commission would like to have a definite response from the Governor concerning the future plans so that the members can act accordingly.

Robert DeVarona recommended that the letter be written by the Chairman and that copies be sent to all the members. The Chairman agreed.

Celia Fernandez seconded the motion.

The motion was approved by general consensus.

The Chairman agreed to write a letter this week and forward it to the members.

SAN CARLOS INSTITUTE

The Chairman informed the members that the American Express Company is becoming involved in the restoation of the San Carlos Institute in Key West. The company has already approved an initial award of approximately $20,000 - $60,000. However, they are considering going as high as a $1.5 million which will include a film presentation about the history of Key West, the Cuban exiles in the city and the accomplishments of the Hispanic community in Florida. The President of American Express, Bernard Hamilton, will be traveling to Key West to visit the San Carlos and there could be a reception provided by the City at that time. The Chairman will inform the members as to the date of this event.

Gabe Cazares recommended adding as part of the 1986 annual report the accomplishments of the Commission regarding the San Carlos Institute, the Latin American Collection and the participation in the Ybor City Celebration.

NEW BUSINESS

Pablo Mila reported that the North Dade Chamber of Commerce will be recommending to the legislature the reenactement of the Commission during the next legislative session. Mr. Mila also reported that the Chairman had received a letter from this Chamber inviting the Commission to their legislative luncheon in Tallahassee, during April. The Chairman, Mr. Penalver, had agreed to attend.

Angel Gonzalez recommended that the Commission introduce legislation during the upcoming session in support of the establishment of a scholarship fund for Hispanic law students in the State universities. He added that this would be an outstanding project for the Commission to become involved in. He suggested contacting the law students at Florida State University to obtain more information on their needs.

NEXT MEETING DATE AND LOCATION

Angel Gonzalez reported that the Commission had been invited to hold a meeting at the School of Law on the campus of Florida State University in the near future. He added that if the Commission agreed to meet in Tallahassee during February he would contact Law School Officials to set up the meeting at the School of Law.

The Chairman recommended that the Commission hold a meeting in The Capitol during the afternoon and have a public hearing at the School of Law during the evening. The Commission agreed to hold its next meeting on February 26, 1987.

ADJOURNMENT

The meeting adjourned at approximately 3:15 p.m.

STATE OF FLORIDA
Office of the Governor
THE CAPITOL
TALLAHASSEE, FLORIDA 32399-0001

BOB MARTINEZ
GOVERNOR

COMMISSION ON
HISPANIC AFFAIRS

FLORIDA STATE COMMISSION ON HISPANIC AFFAIRS

REGULAR MEETING

FEBRUARY 26, 1987

TALLAHASSEE, FLORIDA

AGENDA

I. CALL TO ORDER

II. ROLL CALL

III. DECLARATION OF QUORUM

IV. INTRODUCTORY REMARKS

V. MEETING WITH GOVERNOR BOB MARTINEZ

VI. 1986 ANNUAL REPORT

VII. NEW BUSINESS

VIII. NEXT MEETING DATE AND LOCATION

XI. ADJOURNMENT

STATE OF FLORIDA
Office of the Governor
THE CAPITOL
TALLAHASSEE, FLORIDA 32399-0001

BOB MARTINEZ
GOVERNOR

COMMISSION ON
HISPANIC AFFAIRS

# FLORIDA STATE COMMISSION ON HISPANIC AFFAIRS

## REGULAR MEETING

Summary of the meeting held by the Commission in Tallahassee, Florida on February 26, 1987.

### Commissioners Present

Rafael Penalver (Chairman), Ivette Morgan, Frank De Varona, Robert De Varona, Luis Botifoll, Gabriel Cazares, Martiniano Orta, Celia Fernandez, Mercedes Di Maio, Pablo Mila.

### Staff

Angel T. Gonzalez, Executive Director

### Guest

Representative Arnhilda Gonzalez Quevedo

### Introduction

The Chairman provided a brief review of the events that had taken place over the previous weeks concerning the transfer of the Commission from the Governor's Office. He indicated that the Commission had met in an emergency session, in Miami, the previous Wednesday in which a resolution had been adopted with regards to the transfer of the Commission to the Department of Commerce. The Chairman expressed that there had been considerable response from Hispanic groups from all over the State and at the national level. The Commission's approach has been

to hold back emotions on this issue so that a positive resolution may be achieved. The Commission has pledged its full cooperation to try to resolve this matter in a way that could be acceptable to all parties. He stressed, however, that what is not acceptable is that the Hispanic Commission be transferred out of the Governor's Office. The Commission would be willing to discuss housing, if the Governor felt that the Commission would be more efficient housed elsewhere. But the transfer of the Commission to any other department would be a downgrading of the Commission. The Commission has received the support of a great number of organizations. Some of these groups are: The Cuban American National Foundation, The Cuban American Bar Association, The North Dade Chamber of Commerce, and a Committee from the Greater Miami Chamber of Commerce. The Chairman pointed out that this support had been obtained without the Commission's request. The Commission has tried to prevent a confrontation on this issue and for this reason has not been requesting the support of these organizations.

REPRESENTATIVE ARNHILDA GONZALEZ-QUEVEDO

Representative Gonzalez-Quevedo expressed that she was very proud of the Commission's work and commended the members for an outstanding job. She added that whoever advised the Governor to transfer the Commission from the Governor's Office did not understand the scope of the work of the Commission. The Commission works with more than one particular department and it would become ineffective to have the Commission housed in one agency. She recommended that the Governor reconsider his proposal and keep the Commission where it is.

The Chairman reported that the other Hispanic State representatives and senator had also presented their position on this matter. Representative Souto had been in contact with Lieutenant Governor Brantley to express his concern and disapproval of the transfer. Representative Luis Morse had appeared before television on this issue and Representative Roberto Casas had also expressed his position in favor of the Commission. Senator Ileana Ros spoke to the Chairman regarding a compromise to keep the Commission in the Governor's Office but that it be housed in the Department of Commerce.

GENERAL DISCUSSION

Robert De Varona asked the Chairman if a discussion had taken place with the Governor's staff regarding the staff support the Commission will receive if transferred.

The Chairman indicated that he had discussed possible staff arrangements with Mr. Jacob Stuart and Mr. Jeb Bush. Angel Gonzalez will continue to provide staff support to the Commission through the month of March in its present capacity. The Chairman also reported that it had been their plan that by March the Commission would have been transferred to the Department of Commerce. Mr. Bush has indicated that he cannot include in the Department's budget a separate salary for an Executive Director for the Commission.

Frank De Varona expressed his concern regarding this issue. He indicated that this was a crucial point. If the Commission does not have the proper staffing it would be better to abolish the Commission. It would also be essential for the individual to be bilingual. And if the person is going to have other duties he is not going to be able to provide the necessary administrative support to the Commission.

Dr. Ivette Morgan expressed that she was confused about the number of contradictions that have risen. She indicated that she didn't quite understand why the Governor had shown so much interest to transfer the Commission to the Department of Commerce, particularly when the Commission had not dealt with this agency in the past. She stressed that for the Governor to be effective he needs to have the support of the Hispanic community.

Dr. Luis Botifoll reported that a degrading of the Commission is not acceptable. Dr. Botifoll indicated that it was illegal for the Governor to degrade the Commission. The Commission was created by the Legislature of the State of Florida and it is a law which indicates that the Commission is in the Office of the Governor, and that the Governor must provide the administrative support and service to the Commission. He further added that he didn't understand how the Governor could go against this law. The Commission will have to remain in the Office of the Governor unless the Legislature changes the law. He stressed the need to seek the Attorney General's opinion on this issue, as he considered it illegal.

Rafael Penalver questioned what could be accomplished by removing the Hispanic Commission from the Governor's Office where the Commission has flourished. He added that the political cost to the Governor could be great within the Hispanic Community. He further added that originally the Commission had been housed in the Department of Community Affairs but that it soon became evident that the Commission's scope was so broad that it went beyond any particular department.

The Commission was then transferred to the Governor's Office. The Chairman indicated that even with such a small budget the Commission's accomplishments have been praised. However, he raised the following questions:

1. If the Commission is doing such a great job and functioning so effectively, why change something that is working right?

2. Why go back to something that has already been tried and failed?

The Chairman then reported on the past accomplishments of the Commission.

Gabriel Cazares recommended placing emphasis on the budget of the Commission and the Hispanic population of the State. Particularly past budgets in comparison to the State's budget and the fact that we are operating with less than we ever did. He indicated that since the 1970 census, which was the basis for recognizing the importance of establishing a Hispanic Commission, the percentage of Hispanics in the overall population of Florida has doubled. It has gone from 6.7 percent to almost 13 percent. The actual numbers have trippled. It has gone from 450,000 to approximately 1.3 million. He added that the problem was more important than ever and that the Commission was a catalyst for bringing people together.

Ivette Morgan reported that there were many groups (Mexican Americans, Puerto Ricans, Colombians and Nicaraguans) which have been disinfranchised and the Commission is assisting these minorities. These are people who do not know the language or understand the system. A system as basic as our educational system or as complex as our state government. She also added that the Commission had dealt with basic problems as housing discrimination or issues that had to be presented before the Board of Regents. The Commission, she stressed, has the capacity to cover almost all of the human needs of the community.

The members then adopted an outline of issues which were to be discussed during the meeting with the Governor on this day. The major topics were:

1. The Commission's membership

2. Accomplishments

3. Transfer of Commission to Department of Commerce

4. The general feeling of Hispanic community on this issue.

The members also agreed that:

1. the transfer out of the Governor's Office is non-negotiable, and

2. that proper staff support, including an Executive Director, be provided by the Governor's Office

Gabriel Cazares moved in favor of the Chairman's recommendations.

Frank De Varona seconded the motion.

The members adopted this motion by voice vote.

A discussion also ensued on alternatives that could also be acceptable to the Commission.

The Commission agreed to the following alternatives:

1. To seek the opinion of the Attorney General on this issue.

2. To present Representative Arnhilda Gonzalez-Quevedo's recommendation that all Commissions that deal with more than one specific issue be permitted to stay within the Governor's Office

3. To request that the statutes remain the same but that the Commission be housed in Commerce.

The following members were then elected to meet with Governor Bob Martinez immediately after the meeting adjourned:

Rafael Penalver
Dr. Luis Botifoll
Dr. Ivette Mortgan
Frank De Varona

The meeting was adjourned at approximately 2:45 p.m.

STATE OF FLORIDA

Office of the Governor

THE CAPITOL
TALLAHASSEE, FLORIDA 32399-0001

BOB MARTINEZ
GOVERNOR

COMMISSION ON
HISPANIC AFFAIRS

FLORIDA STATE COMMISSION ON HISPANIC AFFAIRS

PUBLIC HEARING

FEBRUARY 26, 1987

FLORIDA STATE UNIVERSITY

SCHOOL OF LAW

TALLAHASSEE, FLORIDA

AGENDA

I. CALL TO ORDER

II. INTRODUCTORY REMARKS

III. SCHOLARSHIPS FOR HISPANIC LAW STUDENTS

IV. RETENTION OF HISPANIC GRADUATES IN LAW SCHOOL FACULTIES

V. OPEN FORUM

VI. NEW BUSINESS

VII. ADJOURNMENT

STATE OF FLORIDA

Office of the Governor

THE CAPITOL
TALLAHASSEE, FLORIDA 32399-0001

BOB MARTINEZ
GOVERNOR

COMMISSION ON
HISPANIC AFFAIRS

PUBLIC HEARING

February 26, 1987

FLORIDA STATE UNIVERSITY SCHOOL OF LAW

Tallahassee, Florida

AGENDA

OPENING REMARKS

The Chairman provided an introduction on the activities of the Commission and its background. He also explained the present situation regarding the possible transfer of the Commission from the Office of the Governor to the Florida Department of Commerce.

MEMBERS PRESENT

Rafael Penalver (Chairman), Pablo Mila, Dr. Luis Botifoll, Dr. Ivette Morgan, Frank DeVarona, Mercedes DiMaio, Robert DeVarona, Dr. Martiniano Orta.

STAFF PRESENT

Angel T. Gonzalez, Executive Director

PUBLIC PARTICIPATION

Gerardo Castiello, President of the Spanish American Law Students Association (SALSA), reported on the recruiting efforts of Florida State University Law School to attract Hispanic students. He indicated that there was a need to have the State fund a scholarship program to help recruit and retain Hispanic law students. In 1984 approximately 3 percent of the student enrollment at FSU's School of Law was considered Hispanic. This was a low percentage in comparison to the Hispanic population of the State which was 13 percent of the total population. FSU's School of Law usually has an enrollment of 235 students per class, of this number there had

been between 8 or 10 Hispanic students in previous years. However, since the School appointed Dr. D'Alemberte as its Dean, recruiting efforts of Hispanic students have improved considerably. Today there are twice as many Hispanic students as there were when he arrived. The figure is 7 percent of the total number of students enrolled at this institution.

Mr. Castiello reported, however, that there was still a need for financial assistance. The Hispanic student body at FSU's School of Law is made up of Cuban-Americans, Puerto Ricans, Hispanics born in Tampa, Panamanians, Mexicans, etc. The group is a reflection of the diversity of the State's Hispanic population. Mr. Castiello added that although there are funds available for minority students at FSU, the term minority is only applicable to black students. He expressed that SALSA students have no problem in funds being directed strictly for black students because there is a need for legislation to help black students. He added that they are not opposing this type of legislation. However, what they do oppose is a statute that entitles scholarship funds to minority students and Hispanics are being excluded from this type of financial assistance.

The Virgil Hawkins Scholarship Fund provides $5,000 a year to law students at the University of Florida and Florida State University.

There followed a general discussion.

The Chairman suggested holding a meeting in Tallahassee during the 1987 legislative session which would include members of the Cuban American Bar Association, the Hispanic legislators and the Hispanic Commission.

Mercedes DiMaio moved that the Commission seek a legal opinion from the Attorney General's Office on the meaning of the term minority in the Virgil Hawkins Scholarship Fund.

The motion was adopted by voice vote.

The hearing was adjourned at approximately 6:30 p.m.

STATE OF FLORIDA

Office of the Governor

THE CAPITOL

TALLAHASSEE, FLORIDA 32399-0001

BOB MARTINEZ
GOVERNOR

COMMISSION ON
HISPANIC AFFAIRS

# FLORIDA STATE COMMISSION ON HISPANIC AFFAIRS

REGULAR MEETING

MARCH 25, 1987

MIAMI, FLORIDA

## AGENDA

I. CALL TO ORDER

II. ROLL CALL

III. DECLARATION OF QUORUM

IV. INTRODUCTORY REMARKS

V. TRANSFER OF COMMISSION TO FLORIDA DEPARTMENT OF COMMERCE-UPDATE

VI. TREASURER'S REPORT

VII. 1986 ANNUAL REPORT

VIII. NEW BUSINESS

IX. NEXT MEETING DATE AND LOCATION

X. ADJOURNMENT

STATE OF FLORIDA

Office of the Governor

THE CAPITOL
TALLAHASSEE, FLORIDA 32399-0001

BOB MARTINEZ
GOVERNOR

COMMISSION ON
HISPANIC AFFAIRS

# FLORIDA STATE COMMISSION ON HISPANIC AFFAIRS

## REGULAR MEETING

Summary of the meeting held by the Commission in Miami, Florida, on March 25, 1987, at 6:20 p.m.

### Commissioners Present

Rafael Penalver (Chairman), Rene Gonzalez, Luis Botifoll, Gabriel Cazares, Martiniano Orta, Luis Rincon, Ralph Borras, Frank De Varona, Robert De Varona, Pablo Mila, Ivette Morgan.

### Staff

Angel T. Gonzalez, Executive Director

### Introduction

The Chairman spoke about the history of the Commission and its creation by the Florida Legislature. He explained that it was the only statewide Commission in which either English or Spanish may be spoken during its deliberations. He also stated that the Commission was created in 1977 for the purpose of establishing a link between the Hispanic community and State government.

### Open Forum

Dr. Gilberto Rodriguez, graduate of the University of Havana's School of Medicine in 1974, spoke of his professional experience in the United States since his arrival in 1981. He indicated that he had been performing a series of jobs, not related to his career, while studying for his licensure exam (ECFMG). He reported that in 1986 the Florida Legislature adopted a new law (F.S. 458.311) which

allows foreign medical doctors to take a refresher course, at the University of Miami, in preparation for the exam. However, the Department of Professional Regulation did not mail the application for admission to the course until only a few weeks before the actual start of the program. For this reason, many qualified candidates were excluded from taking this course. A total of 43 doctors were selected of more than 100 that qualified. At present, more than 60 candidates are still seeking admission to this program.

Maria Elena Cardenas, professional translator and interpreter from Miami, reported that many foreign medical graduates had come to her because they needed official translation of their credentials. She added that the law, which created the medical course at the University of Miami, established that in October of 1986 all guidelines for application had to be completed. These guidelines were not ready until December 20, 1986. On this day applications were mailed to all applicants. The deadline for applications was January 9, 1987. The application was extensive and many of the applicants needed translation of their credentials. Over 114 applicants submitted their credentials on time, but only 43 were accepted. There was another group of about 30 or 40 potential applicants who were not able to submit their credentials because they were not notified on time.

Ms. Cardenas also reported that the Board of Medicine will hold a meeting in Tampa on April 3-5. She added that during this meeting the Board of Medicine could decide whether to allow those individuals who have been excluded to take the course which begins on April 6. The present course began on February 9. However, the course is divided in two parts: the Basic Sciences and the Clinical. The Basic Sciences part began on February 9 and will end on April 6. The Clinical section will begin on April 6. Ms. Cardenas proposed that the first part of the program, which includes the Basic Sciences, be repeated in order to allow those candidates who were not included the opportunity to join the program. The Dean of the School of Medicine at the University of Miami has made this proposal to the Board of Medicine. Ms. Cardenas asked the Commission to support this proposal.

Ms. Cardenas also added that another group of about 30 foreign medical graduates also meets all the requirements. She asked that these individuals be permitted to take the

course, since it may never be offered again. These medical graduates could then take the FLEX exam after they meet the three year residency requirement.

Concluding, Ms. Cardenas clarified that altogether there were three groups of foreign medical graduates which could qualify for the refresher course: Group "A", which is presently taking the course; Group "B" could begin the course, if approved by the Board of Medicine, in April - they meet all the requirements but have been excluded; and Group "C", made up of individuals who technically qualify but have not been in the United States for the required three years.

Juan de la Gandara, originally from Cuba, graduate of Miami Senior High School and Ada Meritt Vocational School. Mr. Gandara reported that he had lost his certificate of studies that qualify him as a therapist, and has not been able to obtain a duplicate of his certificate. He added that he had been in contact with the Director of Ada Meritt School and had requested a copy of his credentials, but his request has been denied. He asked the Commission to assist him in this matter.

Dr. Julio Rodriguez graduated from the University of Havana School of Medicine in 1974. Dr. Rodriguez expressed to the members of the Commission that he had arrived in the United States in 1985. He added that there were approximately 30 doctors, with similar credentials, who do not meet the three year residency requirement. The group is requesting that the Medical Board of Examiners allow them to take the refresher course on the grounds that the course may not be offered again.

Pablo Mila moved that a telegram be forwarded to the Medical Board of Examiners requesting that the Foreign Medical Graduates be permitted to address their meeting in Tampa on April 3-5.

Dr. Martiniano Orta seconded the motion.

The motion was approved by voice vote.

Dr. Ralph Borras moved that the Commission request to the Medical Board of Examiners that the Basic Science course, presently being offered at the University of Miami, be offered again upon completion of the Clinical portion of the course already in progress.

Rene Gonzalez seconded the motion.

It was approved by voice vote.

Transfer of Commission to Commerce Department

The Chairman reported on a meeting he held with Mac Stipanovich concerning the transfer of the Commission to the Commerce Department. At this meeting Mr. Stipanovich indicated that the Governor was going to do his best to work out an acceptable solution to this issue. The Chairman indicated to Mr. Stipanovich that an acceptable solution to the Commission could only consist of two possibilities:

1. For the Commission to remain in the Governor's Office.
2. That the Commission be provided with adequate staff support.

A series of meetings with the editorial boards of some of the major newspapers in the State were cancelled to allow more time for a compromise to be reached. Only one meeting was held with the St. Petersburg Times. The editor of this paper contacted the Governor and Mr. Stipanovich to get their impressions on a possible compromise. Mr. Stipanovich told the editor that a compromise was in the making and that he planned to call Mr. Penalver the following week to inform him of the details. The compromise called for the Commission to remain in the Governor's Office, according to the statutes, but be housed in the Department of Commerce. The Chairman added that since he last met with Mr. Stipanovich, he had not heard from him again. Attempts by the Chairman and Representative Gonzalez Quevedo to contact Mr. Stipanovich were not successful. The possibility of a compromise was published in the Miami Herald after Mr. Stipanovich confirmed it.

The Chairman then asked the members for their recommendations on this issue.

Frank De Varona recommended issuing a deadline to the Governor's Office requesting that a solution be presented by a specific date.

The Chairman added that the Speaker of the House of Representatives, Jon Mills, had assured him of his support in maintaining the Commission in the Governor's Office.

Gabriel Cazares recommended contacting the House of Representatives to request a hearing before the appropriate committee, to explain the Commission's position on its possible transfer to the Commerce Department.

Luis Botifol explained that the Commission needed a better understanding of the Governor's Office position with regards to the Commission. He questioned whether it was the intent of the Governor's Office to allow for the Commission to Sundown. He recommended contacting the members of the Senate to explain what the Governor's Office position has been all along.

The Chairman recommended setting a deadline of one week to arrive at a solution. If in this period of time this matter is not resolved, the Commission should call a press conference.

There followed a general discussion.

Pablo Mila informed the members that the North Dade Chamber of Commerce had adopted a resolution in support of the Hispanic Commission. He also added that this Chamber had extended an invitation to the members of the Commission to attend the Chamber's annual luncheon in Tallahassee on April 9.

Robert De Varona recommended that the Commission invite the Governor to the press conference if there was a positive solution to the transfer of the Commission.

The members agreed to forward a letter to the Governor's Office announcing that a press conference will be held on April 2 if no agreement is reached before this date.

Guests

Teresa Llereva Perez, legislative assistant to Representative Luis Morse, attended the meeting on his behalf.

Peter Savorilis, news editor and founder of "El Clarin" newspaper of Miami Beach, spoke about the misrepresentation of Hispanics in the City Council of the City of Miami Beach. He explained that the current population of this city is about 70 percent Hispanic and that this segment of the population is not properly represented on the City Council. He also introduced Ms. Berry Chernique, his assistant in charge of the Spanish editorial section of the newspaper.

Treasurer's Report

Robert De Varona reported that the Commission's total amount in its account as of February was $39,007. 30. He explained that the account with the Hemisphere National Bank, of Miami, showed the figure of $24,718.50 in its last report. The interest on this account was $354.59. The operating account showed $13,934.41 as of February of this year.

Annual Report

Angel Gonzalez reported on the status of the annual report. He asked the members to review the final draft of the report before it was finalized. He added that the introduction was the only section in need of completion. The final draft is to be completed by April 9.

An annual report committee was created to assist in the preparation of the final draft of the report. The following members were appointed to serve on this committee: Ivette Morgan, Mercedes Di Maio, Gabriel Cazares and Rafael Penalver.

May 20th Reception in Tallahassee

Angel Gonzalez indicated to the members that the Rotunda of the Capitol Building and the adjacent courtyard had been reserved for the Commission's annual reception on May 20, in Tallahassee.

Robert De Varona agreed to donate the cost of producing the invitation for this event.

Upcoming Events

The following announcements were made by the Chairman:

The Senate President's Ball will be held on May 5 in the Old Capitol Building in Tallahassee.

The Ground Breaking Ceremony of the San Carlos Institute will take place on May 20 in Key West.

New Business

Gabriel Cazares asked that two items be considered for the next meetings' agenda:

1. The mid-year report from the Board of Regents on Affirmative Action.
2. Start of Registration of illegal aliens by Immigration and Naturalization.

Next Meeting

The Commission agreed to hold its next meeting on April 9, in Tallahassee.

Adjournment

There being no further business, the meeting was adjourned at 9:05 p.m.

STATE OF FLORIDA

Office of the Governor

THE CAPITOL

TALLAHASSEE, FLORIDA 32399-0001

BOB MARTINEZ
GOVERNOR

COMMISSION ON
HISPANIC AFFAIRS

FLORIDA STATE COMMISSION ON HISPANIC AFFAIRS

REGULAR MEETING

APRIL 9, 1987

TALLAHASSEE, FLORIDA

AGENDA

I. CALL TO ORDER

II. ROLL CALL

III. DECLARATION OF QUORUM

IV. INTRODUCTORY REMARKS

V. PROPOSED TRANSFER OF COMMISSION TO FLORIDA DEPARTMENT OF COMMERCE

VI. 1986 ANNUAL REPORT

VII. REPORT ON POST SECONDARY EDUCATION PLANNING COMMISSION'S PROGRAMS TO ENHANCE THE PARTICIPATION OF MINORITY STUDENTS-BY GABRIEL CAZARES

VIII. OLD BUSINESS

IX. NEW BUSINESS

X. PUBLIC PARTICIPATION

XI. ADJOURNMENT

STATE OF FLORIDA
Office of the Governor
THE CAPITOL
TALLAHASSEE, FLORIDA 32399-0001

BOB MARTINEZ
GOVERNOR

COMMISSION ON
HISPANIC AFFAIRS

# FLORIDA STATE COMMISSION ON HISPANIC AFFAIRS

## REGULAR MEETING

Summary of the meeting held by the Commission in Tallahassee, Florida on April 9, 1987, at 2:25 p.m.

### Commissioners Present

Rafael Penalver (Chairman), Ivette Morgan, Pablo Mila, Gabriel Cazares, Rene Gonzalez, Mercedes DiMaio, Robert De Varona.

### Staff

Angel T. Gonzalez, Executive Director

### Guests

Representative Arnhilda Gonzalez-Quevedo, Representative Roberto Casas, and Representative Luis Morse.

### Introduction

The Chairman reported on Commission related activities being held during the month of May. He recommended that the members should plan to participate in these events. He emphasized the Senate Presidents' Ball on May 5, in Tallahassee, and the San Carlos Institute ground breaking ceremonies on May 20, in Key West.

### Proposal to Transfer the Commission from the Governor's Office

The Chairman reported on a series of events that had taken place concerning the possible transfer of the Commission

from the Governor's Office. He indicated that, during the last meeting of the Commission, the members had requested that a letter be forwarded to Governor Martinez asking him to resolve this issue. The letter was sent on March 26, 1987, to the Governor. In this letter the Chairman asked the Governor to indicate what his final position was on the transfer of the Commission. He also indicated that the Commission had scheduled a press conference on April 2, and that it was the hope of the members to be able to announce a final solution to this matter.

The Chairman explained that two days prior to the press conference he had attempted to contact the Office of the Governor, but his telephone calls were not returned. On April 1, last minute attempts were made to establish contact with the Governor's Office. During the evening, Representatives Arnhilda Gonzalez-Quevedo, Luis Morse, Roberto Casas and Javier Souto met with the Chairman. Once again several calls were made to the Governor's Office, but there was no response. On April 2, Representative Souto communicated to the Chairman that he had discussed this issue with the House Republican leaders. Representative Souto requested that Representative Dale Patchett be contacted. After discussing the issue with the Chairman, Representative Patchett met with Governor Martinez during the morning of April 2. At approximately 10:30 a.m., Lieutenant Governor Brantley called the Chairman to assure him that he would do everything possible to resolve this matter. The Chairman was to call the Lieutenant Governor before the press conference at 12:30 on this day. At approximately 12:15 the Chairman called Lieutenant Governor Brantley. During the conversation, the Lieutenant Governor expressed that he had been in contact with the Hispanic legislative delegation to request that they change their position on the repeal of the sales tax. The Governor would change his position on the Hispanic Commission, allowing it to stay in the Governor's Office, if they would support the repeal of the sales tax exemption. The Lieutenant Governor was unsuccessful in obtaining a favorable response from the Hispanic legislators. The Chairman urged the Lieutenant Governor to make one last effort to work out a compromise, but it was denied. The press conference was held at approximately 12:30 on April 2, 1987.

The Chairman also related that the Governor's Chief of Staff, Mac Stipanovich, had expressed to Angel Gonzalez that the Governor's Office was reluctant to pay the travel expenses of the Commission for the purpose of holding meetings across the State to criticize the Governor on his plan to transfer the Commission.

It was also reported by the Chairman that the Commission's Sunset Review bill had been favorably adopted by the Senate's Governmental Operations Committee of the House.

Representative Arnhilda Gonzalez-Quevedo reported on the meeting she held with Governor Martinez regarding the transfer of the Commission. She expressed that they had discussed possible solutions to this issue. She recommended to the members that, if the Governor is willing to accept a compromise, they should consider alternative solutions. One possible solution would be to leave the Commission under the Executive Office of the Governor but to place it under the Department of Administration (DOA) for administrative purposes. Funding to the Commission would also be handled by DOA. Under this plan the Commission would continue to report to the Governor, but be housed at DOA. The position of the Executive Director would also be retained. Representative Gonzalez-Quevedo also indicated that she had expressed to the Lieutenant Governor and Mac. Stipanovich that she would support this proposal as long as all Commissions in the Governor's Office were transferred and no exceptions were made.

The Chairman thanked Representative Gonzalez-Quevedo for her efforts and support of the Commission. He also stressed that the Commission should continue to advocate for the right solution to this issue, and that is for all Commissions to remain in the Executive Office the Governor. If this effort fails then to consider alternatives as the one presented by Representative Gonzalez-Quevedo. He finally added that he was not aware of any legislation suggesting the transfer of the Commission on Veteran's Affairs.

Gabriel Cazares expressed concern about the proposal and questioned its trustworthiness. He also asked if the Governor's Office had attempted to influence the voting during the Regulatory Reform Committee meeting on this day.

Representative Gonzalez-Quevedo pointed out that, according to the Governor, efforts are being made to transfer the Commission on Veteran's Affairs to DOA. This action had not been taken because the appointment of the new Secretary for DOA had not been made.

The Chairman reiterated that the Commissions' position is that the Commission on Veteran's Affairs should remain in the Governor's Office. He added that he did not want this issue to be perceived as an attempt by Hispanics to oust any group in particular in order to derive certain benefits for

the Hispanic Commission. He finally recommended that the Hispanic Commission and the Veteran's Commission should both remain in the Governor's Office.

Representative Luis Morse clarified that no attempt had been made by the Governor's Office to change the vote against the Hispanic Commission during the Regulatory Reform Committee meeting held on this day.

Ivette Morgan raised a number of questions regarding the consistency of the plan to transfer a number of programs from the Governor's Office. She expressed concern about the lack of communication on this matter since the beginning.

Representative Gonzalez-Quevedo reaffirmed her position that all commissions should be treated equally and added that the Governor is acting in good faith in trying to resolve this issue.

Rene Gonzalez expressed his agreement with the compromise presented by Representative Gonzalez-Quevedo. He added that, provided that all Commission are treated equally, this should be considered as a good compromise.

The Chairman reemphasized the Commission's position by indicating that all commissions should remain in the Governor's Office, and if they are all treated equally during the transfer, the compromise presented by Representative Gonzalez-Quevedo should be accepted.

There was general consensus on this recommendation.

Robert De Varona indicated that the possible transfer of the Commission on Veteran's Affairs is irrelevant to the interests of the Hispanic Commission. The Commission should concentrate on the interests of Hispanic population of Florida and in itself. He further added that the members should trust the Hispanic legislators with the future of the Commission. Finally Mr. De Varona pointed out that it should not matter where the Commission is housed as long as it continues to report to the Governor, the President of the Senate and the Speaker of the House.

The Chairman recommended that a special meeting of the Commission be called to take up this proposal and allow the members to vote on it. He suggested calling the meeting within ten days.

The Chairman thanked the Speaker of the House, Jon Mills, and the House Republican and Democratic leaders for their support. He also expressed the Commission's gratitude to Representatives Roberto Casas, Luis Morse, and Arnhilda Gonzalez-Quevedo.

There followed a general discussion.

Virgil Hawkins Scholarship Fund

Angel Gonzalez spoke on the Virgil Hawkins Scholarship Fund for law students. He read a letter, which had been received from the Attorney General's Office, on the possibility of Hispanic students qualifying for this scholarship. In the letter, Assistant Attorney General Lagran Saunders indicates that his office is unable to render a formal opinion in regard to this matter because it is the policy of the Attorney General's Office to decline formal opinion when a request relates to a question falling within the statutory jurisdiction of some other State agency. The Commissions request on this matter was forwarded to the Office of Equal Opportunity Programs with the Board of Regents for a response.

Adjournment

There being no further business, the meeting adjourned at 4:55 p.m.

STATE OF FLORIDA

Office of the Governor

THE CAPITOL
TALLAHASSEE, FLORIDA 32399-0001

BOB MARTINEZ
GOVERNOR

COMMISSION ON
HISPANIC AFFAIRS

FLORIDA STATE COMMISSION ON HISPANIC AFFAIRS

REGULAR MEETING

MAY 26, 1987

TALLAHASSEE, FLORIDA

AGENDA

I. CALL TO ORDER

II. ROLL CALL

III. DECLARATION OF QUORUM

IV. INTRODUCTORY REMARKS

V. ANNUAL REPORT

VI. 1987-88 BUDGET

VII. LEGISLATIVE UPDATE

VIII. OLD BUSINESS- BOARD OF REGENTS' MIDYEAR REPORT

IX. NEW BUSINESS

X. PUBLIC PARTICIPATION

XI. ADJOURNMENT

STATE OF FLORIDA

Office of the Governor

THE CAPITOL
TALLAHASSEE, FLORIDA 32399-0001

BOB MARTINEZ
GOVERNOR

COMMISSION ON
HISPANIC AFFAIRS

# FLORIDA STATE COMMISSION ON HISPANIC AFFAIRS

## REGULAR MEETING

Summary of the meeting held by the Commission in Tallahassee, Florida on May 26, 1987, at 2:30 p.m.

### Commissioners Present

Rafael Penalver (Chairman), Luis Rincon, Gabriel Cazares, Mercedes DiMaio, Frank De Varona, Rene Gonzalez, Pablo Mila, Felipe Fernandez.

### Staff

Angel T. Gonzalez, Executive Director

### Guest

Representative Arnhilda Gonzalez-Quevedo

### Introduction

The Chairman reported on the legislative decision to reenact the Commission, for ten more years, without being transferred from the Executive Office of the Governor. The House of Representatives approved this decision by the vote of 106 yeas and 2 nays. In the Senate the vote was 35 yeas and no nays. The Chairman indicated that the Governor did not plan to veto this action, therefore making it a final decision. The Chairman thanked all the members for their support during this legislative session, and added that he was looking forward to reestablishing a good working relationship with the Office of the Governor. The Governor was invited to attend the Commission's annual reception on this day.

The Chairman also reported that the reenactment of the Commission would not have been possible without the strong support of Representatives Arnhilda Gonzalez-Quevedo, Jon Mills, Ron Silver, Luis Morse and Roberto Casas. He expressed that these legislators would be recognized during the Commission's reception on this day.

The Chairman recommended sending thank you letters to the various newspapers that provided coverage of the Governor's decision to transfer the Commission to the Department of Commerce. He specifically mentioned the Diario las Americas and the St. Petersburg Times.

Frank De Varona moved that the Chairman's recommendation be adopted.

Pablo Mila seconded the motion.

It was approved by voice vote.

A thank you letter will also be sent to the North Dade Chamber of Commerce and the Greater Miami Chamber of Commerce.

Luis Rincon will provide a list of the Colombian organizations that supported the Commission in its effort to remain in the Governor's Office. He recommended that a thank you letter be forwarded to these groups as well.

Rene Gonzalez asked if a decision had been made as to where the Commission will be housed after the 1987 legislative session.

The Chairman indicated that no decision had been made on this issue.

1987 Budget

The Chairman discussed the need to increase the Commission's budget from $25,000 to $85,000. He pointed out that this increase would provide the Commission with the option to hire its own staff and rent office space.

Pablo Mila recommended meeting with the Governor's Office staff to request information on this issue, before determining what the budget for the Commission should be.

There followed a general discussion.

Annual Report

The Chairman reported that the Commission's annual report was almost complete. The only section of the report which has not been completed is the introduction. The report should be finished within the next ten days. A press conference will be held the day the report is released. The Secretary of the Department of Administration, Adis Vila, plans to attend this press conference. She will discuss the specific steps the Department will take in response to the Commission's report.

A discussion ensued as to where the press conference would be held. The cities of Tallahassee, Miami and Tampa were mentioned as possible locations. The Chairman asked the members who had contributed to the completion of the report to be present during the press conference. The following names were mentioned: Ivette Morgan, Mercedes Di Maio, Gabriel Cazares and Frank De Varona.

1987 Budget - Continued

The Chairman continued the discussion on the Commission's budget for 1987.

Angel Gonzalez indicated that if the Commission decided to increase its budget, it would have to justify the increase from an administrative stand point. He recommended contacting the Governor's Office to determine if this office will continue to provide the Commission with administrative and staff support. Mr. Gonzalez added that if the Governor's Office assured the Commission that it will continue to provide the necessary administrative assistance, the Commission should only request $25,000 for the 1987-88 Fiscal Year. The amount would be used primarily for traveling expenses. If the Commission does not receive this type of support, it will need approximately $100,000 to cover expenses in travel, housing and personnel. Mr. Gonzalez also recommended to the members that the Commission set aside from $4,000 - $6,000 a year, for a student internship program.

Mr. Gonzalez also reported on the status of the reorganization of the Governor's Office. He indicated that House Bill 1480 and Senate Bill 733 dealt with this issue. House Bill 1480 saves the Hispanic Commission from Sundown repeal while Senate Bill 733 does not include the Hispanic Commission as part of the reorganization of the Governor's Office.

The members agreed that the Commission would need a budget of $100,000 during 1987-88 if it did not receive the administrative support from the Governor's Office.

Guest - Representative Arnhilda Gonzalez-Quevedo

Representative Gonzalez-Quevedo reported that a resolution on the San Carlos Institute had been adopted in the House of Representatives on this day. This resolution was sponsored by the leaders of the House of Representatives.

Adjournment

There being no further business, the meeting was adjourned at 4:45 p.m.

STATE OF FLORIDA

Office of the Governor

THE CAPITOL
TALLAHASSEE, FLORIDA 32399-0001

BOB MARTINEZ
GOVERNOR

COMMISSION ON
HISPANIC AFFAIRS

FLORIDA STATE COMMISSION ON HISPANIC AFFAIRS

REGULAR MEETING

JUNE 30, 1987

TALLAHASSEE, FLORIDA

AGENDA

I. CALL TO ORDER

II. ROLL CALL

III. DECLARATION OF QUORUM

IV. INTRODUCTORY REMARKS

V. 1986 ANNUAL REPORT - PRESENTATION

VI. SELECTION OF TOPIC FOR 1987 ANNUAL REPORT

VII. OLD BUSINESS

VIII. NEW BUSINESS

IX. PUBLIC PARTICIPATION

X. ADJOURNMENT

STATE OF FLORIDA
Office of the Governor
THE CAPITOL
TALLAHASSEE, FLORIDA 32399-0001

BOB MARTINEZ
GOVERNOR

COMMISSION ON
HISPANIC AFFAIRS

# FLORIDA STATE COMMISSION ON HISPANIC AFFAIRS

## REGULAR MEETING

Summary of the meeting held by the Commission in Miami, Florida, on June 30, 1987, at 2:30 p.m.

### Commissioners Present

Rafael Penalver (Chairman), Robert De Varona, Frank De Varona, Ivette Morgan, Felipe Fernandez, Luis Botifoll, Pablo Mila, Mercedes Di Maio, Gabriel Cazares, Ralph Borras, Luis Rincon, Celia Fernandez.

### Staff

Angel T. Gonzalez, Executive Director

### Introduction

The Chairman provided a brief background on the history and purpose of the Commission. He then proceeded to explain the 1986 Annual Report of the Commission.

### Annual Report

The Chairman spoke of the need to have a more representative work force in State Government. He explained that the participation of Hispanics in State employment was extremely low and added that this presented a lost opportunity for future growth in our State. He recommended to the Governor to call a special conference, of all State agencies, to address the need to increase Hispanic participation in the State's work force. He added that for this effort to be effective, it needed to filter down to all levels of State government. He also indicated that Hispanics were not aware of the opportunities available to them. He called for a better use of the Hispanic media and for the legislature to appropriate funds for recruiting efforts.

Adis Vila, Secretary of the Department of Administration (DOA). Ms. Vila thanked the members of the Commission for their fine work on behalf of the Governor. She expressed her desire to be able to reach all Hispanics in the State, but explained that she had only been at her present position for six weeks. However, she added that she was fully aware of the limited number of Hispanics in the various State agencies. Ms. Vila reported that the Division of Veteran's Affairs did not have a single Hispanic employed in its office. A situation that needs correction, as she plans to use DOA as an example to the other agencies. She asked the Commission to continue to work on this issue during 1987.

There followed a general discussion.

Ivette Morgan recommended that the Commission conduct an evaluation of its three previous studies to obtain a status report on the recommendations which have been presented to the legislature and a number of State agencies.

Gabriel Cazares reported on a recent conference held by LULAC in Corpus Christi, Texas. He indicated that many of the governmental and private organizations which attended this conference extended their support to Hispanics. He also added that many private companies expressed their desire to support affirmative action efforts.

The Chairman addressed the question, raised by Secretary Vila, on the need to have the Commission continue its work during 1987 on Hispanic State employment. He explained that the Commission did not have the personnel to embark itself on the implemation of the recommendations presented in its 1986 report. He also questioned whether that should be the role of the Commission.

Frank De Varona expressed agreement on the need to have updates on the Commission's previous reports, but indicated that a full study was not necessary.

Ivette Morgan moved for the Commission to conduct an evaluation of its last three studies.

Pablo Mila seconded the motion.

It was adopted by voice vote.

Luis Botifoll suggested that the participation of minority businesses in State contracts should be considered as a possible topic for the Commission's 1987 report.

Secretary Adis Vila reported that the Department of Administration has been advertising job vacancies in the Hispanic media and that presentations on employment opportunities with the State are being given by members of her staff at high schools across the State. Community colleges will also be targeted in the near future.

The Chairman discussed the possibility of having a luncheon in honor of the Commission sometime in October. The luncheon would be held in Miami and the funds derived from this event would be used in the restoration of the San Carlos Institute in Key West.

Luis Botifoll reported that he will be resigning from the Commission in the next few days. He expressed that he had anticipated resigning in January but decided against it at the time. He added that he considered it a privilege to have served on the Commission among such a dedicated group of individuals. Dr. Botifoll stressed that the struggle of the Commission over the past few months gave all its members the opportunity to demonstrate what the Commission can accomplish. He also added that the Commission's future is very bright. He thanked all the members for their dedicated service.

The Chairman accepted Dr. Botifoll's resignation and expressed that he would also be resigning effective September 1, 1987.

Ivette Morgan requested that special thanks be extended to Dr. Botifoll for his work and dedication to the Commission. She moved that this expression of gratitude be reflected in the minutes of this meeting.

Gabriel Cazares seconded the motion.

It was approved by voice vote.

Pablo Mila moved that the Commission co-sponsor a luncheon with the San Carlos Institute, in October, in appreciation for the work the members of the Commission have accomplished during these past years.

Mercedes Di Maio seconded the motion.

It was approved by voice vote.

## Next Meeting Date and Location

Acting on an invitation extended by Luis Rincon, the Commission agreed to hold its next meeting on July 20, 1987. This meeting will be held at the offices of the Colombian Consulate in Coral Gables.

## Public Participation

Mr. Roberto Barrueco, resident of Broward County, reported to the Commission that he had applied for an insurance license with the Department of Insurance three months ago and had not heard from this Department. He asked if the Commission could investigate this matter.

The Chairman suggested sending a letter to the Department of Insurance requesting information on this application.

Luis Clark, resident of Broward County, asked the Commission to monitor the newly created Department of the Lottery to assure that Hispanics receive a fair share of contracts given to vendors.

The Chairman moved that a committee be created to meet with the Lottery Commission in the near future. This committee is to be made up of members from each of the counties the Commission has representation from.

Frank De Varona seconded the motion.

It was approved by voice vote.

## Adjournment

There being no further business, the meeting was adjourned at 4:00 p.m.

STATE OF FLORIDA

Office of the Governor

THE CAPITOL
TALLAHASSEE, FLORIDA 32399-0001

BOB MARTINEZ
GOVERNOR

COMMISSION ON
HISPANIC AFFAIRS

# FLORIDA STATE COMMISSION ON HISPANIC AFFAIRS

## OCTOBER 1987 MEETING

## A G E N D A

I. Introduction of New Members

II. Approval of the Minutes of July 20th Meeting

III. Approval of the Treasurer's Report

IV. Unfinished Business

V. New Business

- a. Election of Chairperson
- b. Election of Vice Chairperson
- c. Election of Treasurer
- d. Election of Secretary
- e. Election of Parliamentarian
- f. Election of New Executive Director

VI. Announcements

- a. December 5th Christmas Party at the Mansion

VII. Adjournment

STATE OF FLORIDA
Office of the Governor
THE CAPITOL
TALLAHASSEE, FLORIDA 32399-0001

BOB MARTINEZ
GOVERNOR

COMMISSION ON
HISPANIC AFFAIRS

# FLORIDA STATE COMMISSION ON HISPANIC AFFAIRS
## REGULAR MEETINGS
## OCTOBER 30, 1987
## FORT MYERS, FLORIDA

## MINUTES

The first meeting of the new Florida State Commission on Hispanic Affairs was called to order by acting Chairman Ivette Morgan at 8:20 P.M., at the Riverfront Holiday Inn in Ft. Myers.

### Commissioners Present

Max Borges
Pedro Martin
Alberto Herran
Ivette Morgan
Pablo Mila
Robert de Varona
Eliseo Ferrer
Miguel Ribero
Luis Alberto Rincon
Milton Lavernia
Ralph Borras
Celia Fernandez

### Staff Present

Tony Cotarelo, Governor's Citizens' Assistance Office

### Commissioners Absent

Gabriel Cazares
Martiniano Orta
Tere Zubizarreta

### Introduction

Each member was asked to give his/her name, profession, and place of residence.

### Agenda Items

The items of the agenda were reviewed by the members and unanimously approved.

Minutes from previous meeting were not available, therefore, none were read or approved.

Treasurer Robert de Varona was not able to give a report on Commission's current funds since he has not received latest

bank statements. Tony Cotarelo from the Governor's Office explained that all reports and statements were sent to Ralph Penalver per the latter's instructions. Chairman Morgan instructed that all current reports and statements be sent from now on to the Treasurer and Secretary.

Election of New Officers

The election of new officers was called by acting Chairman Morgan who also called on Ralph Borras to preside over the nominations of candidates.

Chairman

Celia Fernandez nominated Ivette Morgan for Chairman. The nomination was seconded. Alberto Herran nominated Pedro Martin for Chairman. The nomination was seconded. Max Borges moved that the election be conducted by a show of hands. The motion was seconded and approved. Pedro Martin was elected the new Chairman of the Commission by a vote of 10 to 2. Ivette Morgan moved that the election be recorded as unanimous. The motion was seconded and approved.

Vice Chairman

Luis Alberto Rincon nominated Miguel Ribero for Vice Chairman. The nomination was seconded. Celia Fernandez nominated Ivette Morgan for the same office. Ivette Morgan withdrew her name before it was seconded. Miguel Ribero was elected by acclamation.

Treasurer

Ivette Morgan nominated Robert de Varona for the office of Treasurer. The nomination was seconded. Milton Lavernia nominated Pablo Mila also for Treasurer. The nomination was seconded. Pablo Mila, however, withdrew in favor of Robert de Varona making the latter's election unanimous.

Secretary

Ivette Morgan nominated Max Borges, however, the latter withdrew his name immediately after it was seconded. Pablo Mila nominated Luis Alberto Rincon. The nomination was seconded and election of Luis Alberto Rincon was by acclamation.

## Parliamentarian

Pedro Martin nominated Max Borges for the position of Parliamentarian. The nomination was seconded. There being no further nominations, Max Borges was elected without opposition.

## Executive Director

The next item on the agenda dealt with the selection of an Executive Director. Pablo Mila stated his desire that the Commission hire Tony Cotarelo as Executive Director. Alberto Herran also expressed that desire.

Pedro Martin, newly elected Chairman, asked Tony Cotarelo if he would accept such a proposal. Given new demands on his current responsibilities, Tony asked that he be given two weeks to consider the proposal and consult with his supervisors at the Office of the Governor.

## Meeting Dates and Locations

Chairman Martin asked members for their suggestions on meeting dates, since it was the general feeling of the Commission that a specific date be selected for every month. Most members agreed that Wednesdays are the best days to hold the meetings. It was agreed that the next meeting be held on Thursday, November 19th, this month being the exception.

## 1987 Annual Report

Next on the agenda was the annual report for 1987. Most members had read the 1986 report on the lack of Hispanic participation in state government mainly in the area of employment. Ivette Morgan mentioned that the 1985 report on high school drop out was even better than the 1986 report. She also suggested that the 1987 report could consist of a tollow up on suggestions brought forth by the previous two reports and their results. Another suggestion mentioned by Ivette was the break up of the Commission into different panels to study specific areas that would later be reported to the overall Commission for approval.

## Announcements

Max Borges mentioned the Florida Inter-American Scholarship Foundation's upcoming fund raising events on Sunday, November 29. He detailed the types of contributions an individual or

corporate entity can make and the importance of supporting this program from a philosophical standpoint.

Milton Lavernia also announced that on Wednesday, November 4, the Palm Beach County Commissioners will present the Minority Business Study Strategic Plan.

Adjournment

There being no further business the meeting was adjourned at 10:30 p.m.

STATE OF FLORIDA

Office of the Governor

THE CAPITOL
TALLAHASSEE, FLORIDA 32399-0001

BOB MARTINEZ
GOVERNOR

COMMISSION ON
HISPANIC AFFAIRS

# FLORIDA STATE COMMISSION ON HISPANIC AFFAIRS

## DECEMBER 1987 MEETING

## A G E N D A

I. Call to Order

II. Invocation

III. Pledge of Allegiance

IV. Approval of the Agenda

V. Approval of the Minutes

VI. Approval of the Treasurer's Report

VII. Unfinished Business

a. Executive Director
b. Budget
c. 1987 Annual Report
d. Places of Meetings for 1988

VIII. New Business

a. Influx of new Cuban migration
b. Items for 1988 Annual Report
c. Change of number for quorum from eight to five
d. Licensure of Foreign Trained Professionals
e. Minority Business Strategic Study Plan

IX. Announcements

X. Adjournment

STATE OF FLORIDA

Office of the Governor

THE CAPITOL
TALLAHASSEE, FLORIDA 32399-0001

BOB MARTINEZ
GOVERNOR

COMMISSION ON
HISPANIC AFFAIRS

# FLORIDA STATE COMMISSION ON HISPANIC AFFAIRS
## REGULAR MEETINGS
## DECEMBER 4, 1987
## TALLAHASSEE, FLORIDA

## MINUTES

The December monthly meeting of the Florida State Commission on Hispanic Affairs was called to order by Chairman Pedro Martin at 5 P.M., on December 4, 1987 in Tallahassee, Florida.

### Commissioners Present

Pedro Martin
Alberto Herran
Celia Fernandez
Milton Lavernia
Max Borges
Gabriel Cazares
Miguel Ribero
Ivette Morgan
Pablo Mila
Luis Rincon
Eliseo Ferrer

### Staff Present

Tony Cotarelo, Governor's Citizens' Assistance Office

### Commissioners Absent

Ralph Borras
Martiniano Orta
Tere Zubizarreta
Robert de Varona

### Invocation And Pledge

The invocation was given by Celia Fernandez and the Pledge of Allegiance was given by Pedro Martin.

### Minutes From October Meeting

The minutes were corrected to read Miguel instead of Mike and Alberto instead of Al. A motion to approve the minutes as corrected was made by Pablo Mila.

### Report From The Treasurer

No Treasurer's report was given since the Treasurer wa not present at the meeting. This item was postponed until the next meeting.

## Executive Director

The Chairman announced that prior to the meeting, he, along with other Commission members, met with the Governor and handed him a letter outlining the need for additional funds for the Office of the Governor to hire an Executive Director to staff the Commission. Current allocated funds will not suffice.

Gaspar Gonzalez was introduced to the Commission members as a prospective candidate for Executive Director. Questions were asked of him by the members and he was given time to outline his qualifications for the position.

## 1988 Budget

The 1988 Budget was not discussed in detail since Robert de Varona was not present at the meeting.

## Annual Report

The 1987 Annual Report is not complete due to the need to hire a full-time staff person that will complete the research necessary for an effective report. A follow-up committee was appointed by the Chairman and its members are:

Pedro Martin
Celia Fernandez
Luis Rincon.
Max Borges
Pablo Mila

## Meeting Dates and Locations

Places and dates for future meetings were discussed. The members agreed to the following:

| | |
|---|---|
| January 13 | Tampa |
| February 10 | Jacksonville |
| March 9 | Orlando |
| April (open) | Tallahassee |
| May (open) | Tallahassee |
| June 8 | Hollywood |
| July (open) | Miami |
| August 10 | West Palm Beach |
| September 14 | Jacksonville |
| October (open) | * |
| November 9 | Tampa |
| December 14 | Key West |

* An October meeting may be held in Miami, however, no date was discussed.

## New Business

Items for the 1988 Annual Report were discussed. Tony Cotarelo, senior analyst of the Office of the Governor suggested that Hispanics were discriminated against during the last census and that they were not given the number of seats* they were entitled to according to their numbers. The Commission agreed to take this issue into consideration for the time being. More research would have to be presented.

Lowering the number for quorum from 8 to 6 was discussed as a means of guaranteeing a quorum at future meetings--discussion followed. Some members felt that lowering the number necessary for a quorum would jeopardize attendance at future meetings since members would not feel the need to attend meetings.

## Introductions

Commissioner Max Borges introduced Mr. Roberto Rodriquez, President of Cuban Dental Association, speaking on behalf of Cuban professionals. After his presentation ended, the Commission agreed to support changes requested by the Confederation of Cuban Professionals in Exile, on the 1987 House Bill 1301. The changes read:

> substitution of the word and for the word or, subsection 3, to include the word re-examination, repeal Florida Statutes 455-21-82.

The Commission agreed to follow up on these changes with the Department of Professional Regulations. Max Borges moved the motion and Milton Lavernia seconded. Motion carried unanimously.

## Minority Business Strategic Study Plan

The Minority Business Strategic Study Plan was presented at a Palm Beach gathering and attended by Commissioners Mila and Lavernia. They reported on the success of the presentation.

## Fund Raising Event

Commissioner Borges reported on the success of the fund raising event sponsored by the Florida Inter-American Scholarship Foundation.

* Legislative and Congressional seats

## Special Announcement

Tony Cotarelo announced that the afternoon party at the Mansion would begin at 2 P.M.. He also thanked the members for their cooperation during the past three months that he has worked with them.

## Adjournment

There being no further business, the meeting was adjourned at 8:49 P.M.

# A P P E N D I X  A

## Affirmative Action Guidelines

STATE OF FLORIDA

# Department of Administration

Bob Martinez
Governor

435 CARLTON BUILDING
TALLAHASSEE, FLORIDA 32399-1550
(904) 488-4116

Adis Mari
Secret

January 25, 1988

MEMORANDUM

TO: Agency Personnel Officers
Agency Affirmative Action/Equal Employment Opportunity Coordinators

FROM: Adis M. Vila, Secretary

SUBJECT: Proposed Affirmative Action Plan Guidelines

The Department of Administration is beginning a project to revitalize the State's efforts in the area of equal employment opportunity and affirmative action.

As a part of this project, we are revising the guidelines for affirmative action plan development. Attached is a working draft copy submitted for your review and comment.

We are very interested in any suggestion you may have, such as training or personnel rule changes, which would help achieve our goal of revitalizing the State's efforts in this important area.

Please address your comments on the draft guidelines and your other suggestions to Ms. Bebe Blount, Chief of State Employment Assistance, 330 Carlton Building, Tallahassee, FL 32399-1550.

I look forward to hearing from you.

AMV:BB:c

# PROPOSED AGENCY AFFIRMATIVE ACTION GUIDELINES

DRAFT

**DEPARTMENT OF ADMINISTRATION**
**DIVISION OF PERSONNEL MANAGEMENT SERVICES**
**BUREAU OF STATE EMPLOYMENT ASSISTANCE**
**JANUARY, 1988**

DRAFT

## A. Introduction

Affirmative action has its basis in Title VII of the Civil Rights Act of 1964 which prohibits discrimination in employment because of race, color, religion, sex, or national origin. The federal Equal Employment Opportunity Commission (EEOC) defines affirmative action as "those actions appropriate to overcome the effects of past or present practices, policies, or other barriers to equal employment opportunity." The purpose of affirmative action is to achieve the full and fair participation of all races, sexes, and under-utilized groups in the work force. The EEOC advises employers subject to Title VII to take voluntary affirmative action "to correct the effects of past discrimination and to prevent present and future discrimination without awaiting litigation...."

The State of Florida's policy on affirmative action is found in Section 110.112, Florida Statutes, which says, "It shall be the policy of the state to assist in providing the assurance of equal employment opportunity through programs of affirmative and positive action...." Section 110.112, Florida Statutes, requires each agency head to:

1) develop and implement affirmative action programs,
2) appoint an affirmative action-equal employment opportunity (AA-EEO) officer, and
3) report annually to the Governor on the implementation, continuance, updating, and results of the agency affirmative action programs. These reports are submitted to the Governor through the Department of Administration, in accordance with Executive Order 81-116.

These guidelines have been developed to assist state agencies in developing their programs of voluntary affirmative action.

## B. Voluntary Affirmative Action

The EEOC Affirmative Action Guidelines define three basic elements for voluntary affirmative action:

1. Conducting a reasonable self-analysis. The objectives of a self-analysis are to determine whether any employment practices do, or tend to, result in adverse impact or disparate treatment of previously excluded or restricted groups and to determine if there are remaining effects of prior discrimination. If any adverse impact, disparate treatment, or remaining effects of past discrimination are found, the self-analysis would also attempt to determine why.

2. Finding a reasonable basis. If the self-analysis of employment practices reveals that any employment practices result in adverse impact or disparate treatment, or reveal present effects of past discrimination, there is then a reasonable basis for concluding that action is appropriate. For a reasonable basis to exist, it is not necessary that the self-analysis establish a violation of Title VII.

3. Taking reasonable action. The action taken to eliminate identified adverse impact, disparate treatment, or present effects of past discrimination must be reasonable in relation to the problems disclosed by the self-analysis. Reasonable action may include setting goals and timetables or using other appropriate employment tools which recognize the race, sex, or national origin of applicants or employees. It may include the adoption of employment practices which will eliminate actual or potential adverse impact, disparate treatment, or effects of past discrimination by providing employment opportunities for members of groups which have been excluded. These practices may be established regardless of whether the persons who benefit were themselves victims of the prior policies or procedures producing the adverse impact or disparate treatment or perpetuating past discrimination. The goals, timetables, and employment practices then become the affirmative action plan.

## C. Plan Development

A complete affirmative action plan should:

1. Include effective dates of the plan. The State of Florida uses July 1 through June 30 of each year.

2. Include signatures of the head of the agency and the agency's AA-EEO coordinator.

3. Include a policy statement which:

   a. states the commitment of the agency to follow federal and/or state laws and regulations,
   b. is signed by the highest agency official,
   c. provides a clear statement of purpose and specific objectives with realistic timetables and target dates, and
   d. is disseminated to agency employees and displayed in the agency.

4. Describe the agency organization and functions, including:

   a. an organizational chart,
   b. a statement of agency functions and/or services provided, and
   c. the location of offices.

5. Designate the agency's responsible person and should include:

   a. the name of the AA-EEO officer,
   b. a list of the duties, responsibilities, and functions, and
   c. the identity of the person to whom the AA-EEO officer is responsible.

6. Involve the employer's management team in development of the plan and assignment of specific responsibilities in the AA-EEO program to division directors, bureau chiefs, supervisors, the agency personnel officer, and others as appropriate.

7. Appoint an AA-EEO Advisory Committee, including representatives from management, non-management staff, and employee organizations. The committee should be representative of minorities and nonminorities, women and men, handicapped, and older employees in the organization. The committee should be assigned specific duties and responsibilities, and the plan should list the committee members' names and job classifications.

8. Include the self-analysis of the employer's employment practices and an analysis of the work force. The work force analysis determines whether the percentage of employees in certain protected groups in substantially similar to the percentage of qualified, available persons with the protected groups in the relevant job market.

9. State the conclusion of whether a reasonable basis has been found.

10. Identify the affirmative steps to be taken to eliminate adverse impact, disparate treatment, or the present effects of past discrimination. Such steps may include:

    - Establishing separate hiring and promotional goals and timetables based upon the self-analysis, work force analysis, and the conclusions of the reasonable basis. Such goals shall be established within timetables designated as long or short term.

      Goals and timetables should:

      a. Be reasonable. Long term goals and interim ratios to reach them should have a reasonable relation to the effects of past exclusion, to accomplishing the remedial purpose without undue delay, to the availability of candidates who are qualified or qualifiable through special training and job assignments, and to anticipated job openings and other opportunities for hiring, training, and promotion.

      b. Be flexible. A goal should reflect employment patterns as they would be expected to appear in the absence of all discriminatory influences and should reflect changing patterns in the work force and relevant labor force.

c. Require selection of only qualified persons, unless hiring is through an established training program.

d. Not require firing or displacing present employees to hire new employees for affirmative action purposes.

- Designing a recruitment program to attract qualified members of protected groups for classes identified as having an underrepresentation of the protected groups. Possibilities for enhancing recruitment include:

  a. Extensive recruitment programs for targeted classes,
  b. Summer employment programs,
  c. Youth programs,
  d. Apprenticeship, internship and/or co-op programs,
  e. Work study programs, and
  f. Trainee status.

- Identifying a systematic approach to providing career advancement through training employees both in classrooms and on-the-job. Programs useful in achieving the promotional and/or upward mobility goals:

  a. Career advancement counseling programs,
  b. On-the-job training and development programs,
  c. Job sharing assignments and cross-training,
  d. Substituting experience and/or training for education, when appropriate, and
  e. Designating certain job classifications as promotional opportunities.

- Establishing a system for regularly monitoring the effectiveness of the affirmative action program, and using procedures for making timely adjustments in the program where effectiveness is not demonstrated.

11. A system for processing grievances and appeals alleging discrimination because of race, sex, religion, political affiliation, or national origin to an impartial body whose determination shall be binding upon a finding of discrimination.

12. A plan for communicating the affirmative action program.

    a. Any communication of the policy statement should carry top management's unequivocal approval, including the signature of the executive head of the agency.

    b. Internal communication of the policy could include:
       - a letter or memorandum from the agency head to every employee,
       - policy-orientation sessions for all managers and supervisors,
       - bulletin board display of the policy, and
       - a description of the policy in appropriate publications, e.g., employee's handbook.

c. External communication of the policy could go to:
   - labor organizations,
   - employee associations,
   - schools, community agencies, employment service offices,
   - job applicants,
   - area minority group and women's organizations,
   - vocational rehabilitation agencies, and
   - employable older workers groups.

**D. Administration of Plan**

1. The AA-EEO officer appointed by the agency head should have the overall responsibility of coordinating an affirmative action program by carrying out the following duties:

   a. assisting employees in each section of the agency in understanding their individual roles as they relate to the overall plan for the entire agency,
   b. conducting studies of the AA-EEO program to determine deficiencies and to assess progress toward goals, and
   c. giving, or arranging for, specialized advice and counseling to supervisors and employees to resolve complaints informally.

2. The appointed AA-EEO Advisory Committee, including the AA-EEO officer, should:

   a. conduct periodic reviews of the affirmative action plan and the AA-EEO program reports, recommend the setting of agency goals and evaluate the plan.
   b. suggest improvements and assist management on needed changes in the affirmative action plan and AA-EEO program.
   c. serve as a forum for employees to raise questions concerning the affirmative action plan policy, its implications and purposes, as well as to recommend improvements in the policy.

3. The plan should be evaluated and updated annually.

January 28, 1988

MEMORANDUM

TO: Honorable Bob Martinez
Governor

FROM: Adis M. Vila, Secretary
Department of Administration

SUBJECT: Quarterly Report of New Hires and Promotions -
October 1 - December 31, 1987

Enclosed is a copy of the Quarterly Report on New Hires and Promotions for Career Service, Selected Exempt Service, and Senior Management Service for October 1 through December 31, 1987. The report, which is generated through COPES, is a summary of new hires and promotions displayed by race, sex, handicap, and veterans designation.

If you have any questions regarding this report, please let us know.

AMV:jtfd/FV/2/6/2

Enclosure J.C.

cc: Brian Ballard

...O QUARTERLY REPORTS FOR OCTOBER 1 - DECEMBER 31, 19...
SUMMARY ANALYSIS
CAREER SERVICE NEW HIRES BY AGENCY
TABLE I

| Governor's Agencies | Total | W/M | B/M | H/M | O/M | W/F | B/F | H/F | O/F | Vet | Handicap |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Administration | 22 | 6 | 2 | 1 | | 8 | 4 | 1 | | | |
| Business Reg. | 23 | 4 | | | | 13 | 6 | | | | |
| Citrus | 2 | | | | | 2 | | | | | |
| Commerce | 13 | 2 | 1 | | | 6 | 3 | 1 | | | |
| Community Affairs | 9 | 4 | | | | 2 | 3 | | | | |
| Corrections | 650 | 295 | 63 | 21 | 1 | 189 | 71 | 9 | 1 | 14 | 3 |
| Environmental Reg. | 59 | 20 | | | 3 | 30 | 5 | 0 | 1 | 1 | 1 |
| Health & Rehab. Svcs. | 1,260 | 219 | 108 | 23 | 2 | 531 | 299 | 72 | 6 | 2 | 13 |
| Labor & Empl. Sec. | 163 | 37 | 10 | 4 | 1 | 69 | 29 | 13 | | 26 | 16 |
| Military Affairs | 14 | 9 | 3 | | | 2 | | | | | 1 |
| Professional Reg. | 36 | 6 | | 2 | | 22 | 4 | 2 | | | |
| *Transportation | 0 | | | | | | | | | | |

| Non-Governor's Agencies | Total | W/M | B/M | H/M | O/M | W/F | B/F | H/F | O/F | Vet | Handicap |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Agriculture & Cons. Svcs. | 142 | 76 | 7 | 4 | | 49 | 4 | 1 | 1 | 11 | 1 |
| Banking & Finance | 36 | 8 | 1 | 1 | 1 | 17 | 7 | | 1 | | |
| **Education | 49 | 8 | 3 | 1 | | 22 | 13 | 2 | | | 2 |
| Game & Fish Comm. | 20 | 11 | | | | 8 | 1 | | | | |
| General Svcs. | 40 | 13 | 6 | | | 12 | 9 | | | | 2 |
| Highway Safety & Motor Veh. | 56 | 14 | 1 | 1 | | 26 | 9 | 5 | | | 1 |
| Insurance | 35 | 10 | 2 | 1 | | 16 | 3 | 3 | | | |
| Law Enforcement | 46 | 27 | 7 | 1 | | 8 | 3 | | | | 1 |
| Legal Affairs | 13 | 3 | | | | 8 | 2 | | | | |
| Natural Resources | 55 | 18 | 2 | 1 | | 28 | 3 | 2 | 1 | | 2 |
| Parole & Probation | 11 | 2 | | | | 4 | 3 | 2 | | | 1 |
| Public Service Comm. | 7 | 2 | | | | 2 | 1 | 1 | 1 | | |
| Revenue | 80 | 30 | 3 | 1 | | 25 | 15 | 4 | 2 | | |
| State | 46 | 15 | 3 | | | 23 | 4 | 1 | | | 1 |

*No data was available for this Department.

Includes data on the Florida School for the Deaf and Blind, but not the State University System.

Source of this information is data provided by the agencies through COPES

EEO QUARTERLY REPORTS FOR OCTOBER 1 - DECEMBER 31, 1987
SUMMARY ANALYSIS
CAREER SERVICE PROMOTIONS BY AGENCY
TABLE II

| Governor's Agencies | Total | W/M | B/M | H/M | O/M | W/F | B/F | H/F | O/F | Vet | Handicap |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Administration | 23 | 6 | 3 | | | 13 | | 1 | | | |
| Business Reg. | 20 | 3 | 1 | 3 | | 11 | 2 | | | 1 | |
| Citrus | 3 | | | | | 3 | | | | | |
| Commerce | 7 | 1 | | | | 6 | | | | | |
| Community Affairs | 23 | 8 | | | | 13 | 2 | | | 1 | |
| Corrections | 670 | 231 | 43 | 2 | | 273 | 110 | 9 | 2 | 4 | 1 |
| Environmental Reg. | 59 | 31 | 1 | | 1 | 24 | 1 | 1 | | 2 | |
| Health & Rehab. Svcs. | 1,173 | 172 | 90 | 12 | 1 | 531 | 328 | 32 | 7 | 2 | 4 |
| Labor & Empl. Sec. | 130 | 23 | 8 | 2 | | 62 | 30 | 4 | 1 | 2 | 2 |
| Military Affairs | 6 | 5 | 1 | | | | | | | | |
| Professional Reg. | 25 | 3 | | | | 16 | 6 | | | | |
| Transportation | 1 | 1 | | | | | | | | | |

| Non-Governor's Agencies | Total | W/M | B/M | H/M | O/M | W/F | B/F | H/F | O/F | Vet | Handicap |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Agriculture & Cons. Svcs. | 43 | 25 | 2 | 3 | | 13 | | | | | |
| Banking & Finance | 41 | 9 | | | | 24 | 8 | | | | |
| *Education | 19 | 12 | 5 | | | | 2 | | | | |
| Game & Fish Comm. | 40 | 26 | 1 | 1 | | 12 | | | | | |
| General Svcs. | 22 | 5 | 5 | | 1 | 8 | 3 | | | | |
| Highway Safety & Motor Veh. | 101 | 15 | 4 | | | 64 | 18 | | | | 4 |
| Insurance | 31 | 5 | 1 | | | 17 | 7 | 1 | | 3 | |
| Law Enforcement | 44 | 13 | 2 | | | 21 | 8 | | | | |
| Legal Affairs | 9 | 1 | | | | 4 | 4 | | | | |
| Natural Resources | 42 | 20 | 2 | | | 17 | 2 | | 1 | | |
| Parole & Probation | 6 | | | | | 5 | 1 | | | | |
| Public Service Comm. | 15 | 2 | 1 | | | 10 | 2 | | | | |
| Revenue | 113 | 43 | 5 | 5 | 1 | 43 | 15 | | 1 | | |
| State | 24 | 7 | 2 | | | 13 | 2 | | | | |





*Includes data on the Florida School for the Deaf and Blind.

FC/2/29

EEO QUARTERLY REPORTS FOR OCTOBER 1 - DECEMBER 31, 1987
SUMMARY ANALYSIS
SELECTED EXEMPT SERVICE NEW HIRES BY AGENCY
TABLE III

| Governor's Agencies | Total | W/M | B/M | H/M | O/M | W/F | B/F | H/F | O/F | Vet | Handicap |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Administration | 6 | 3 | 1 | | | 2 | | | | | |
| Business Reg. | 9 | 5 | | | | 3 | 1 | | | 1 | |
| Citrus | 2 | 2 | | | | | | | | | |
| Commerce | 5 | 4 | 1 | | | | | | | | |
| Community Affairs | 2 | 1 | | | | 1 | | | | | |
| Corrections | 11 | 7 | | | 1 | | | 2 | 1 | | |
| Environmental Reg. | 2 | 2 | | | | | | | | | |
| Governor's Office | 3 | | | | | 2 | 1 | | | | |
| Health & Rehab. Svcs. | 32 | 17 | 1 | 3 | 3 | 5 | | 1 | 2 | | 1 |
| Labor & Empl. Sec. | 3 | | | 1 | | 2 | | | | | |
| Military Affairs | 0 | | | | | | | | | | |
| Professional Reg. | 6 | 3 | | | | 3 | | | | | |
| Transportation | 0 | | | | | | | | | | |

| Non-Governor's Agencies | Total | W/M | B/M | H/M | O/M | W/F | B/F | H/F | O/F | Vet | Handicap |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Agriculture & Cons. Svcs. | 4 | 4 | | | | | | | | | |
| Banking & Finance | 3 | 1 | 1 | | | 1 | | | | | |
| Education | 4 | 2 | | | | 2 | | | | | |
| Game & Fish Comm. | 0 | | | | | | | | | | |
| General Svcs. | 4 | 3 | | | | 1 | | | | | |
| Highway Safety & Motor Veh. | 0 | | | | | | | | | | |
| Insurance | 2 | 2 | | | | | | | | | |
| Law Enforcement | 0 | | | | | | | | | | |
| Legal Affairs | 31 | 15 | | 1 | | 14 | | 1 | | | |
| Natural Resources | 8 | 4 | | | | 3 | 1 | | | | |
| Parole & Probation | 0 | | | | | | | | | | |
| Public Service Comm. | 2 | | 1 | | | 1 | | | | | |
| Revenue | 2 | 1 | | | | 1 | | | | | |
| State | 12 | 5 | | | | 6 | 1 | | | | |

LEO QUARTERLY REPORTS FOR OCTOBER 1 - DECEMBER 31, 1987
SUMMARY ANALYSIS
SENIOR MANAGEMENT SERVICE NEW HIRES BY AGENCY
TABLE IV

| Governor's Agencies | Total | W/M | B/M | H/M | O/M | W/F | B/F | H/F | O/F | Vet | Handicap |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Administration | 4 | 4 | | | | | | | | | |
| Business Reg. | 3 | 2 | | | | 1 | | | | | |
| Citrus | 0 | | | | | | | | | | |
| Commerce | 1 | 1 | | | | | | | | | |
| Community Affairs | 0 | | | | | | | | | | |
| Corrections | 0 | | | | | | | | | | |
| Environmental Reg. | 1 | 1 | | | | | | | | | |
| Governor's Office | 0 | | | | | | | | | | |
| Health & Rehab. Svcs. | 2 | 2 | | | | | | | | | |
| Labor & Empl. Sec. | 0 | | | | | | | | | | |
| Military Affairs | 0 | | | | | | | | | | |
| Professional Reg. | | | | | | | | | | | |
| Transportation | 0 | | | | | | | | | | |

| Non-Governor's Agencies | Total | W/M | B/M | H/M | O/M | W/F | B/F | H/F | O/F | Vet | Handicap |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Agriculture & Cons. Svcs. | 3 | 2 | | | | 1 | | | | | |
| Banking & Finance | 0 | | | | | | | | | | |
| Education | 2 | 1 | | | | | 1 | | | | |
| Game & Fish Comm. | 0 | | | | | | | | | | |
| General Svcs. | 0 | | | | | | | | | | |
| Highway Safety & Motor Veh. | 0 | | | | | | | | | | |
| Insurance | 1 | 1 | | | | | | | | | |
| Law Enforcement | 0 | | | | | | | | | | |
| Legal Affairs | 2 | 2 | | | | | | | | | |
| Natural Resources | 1 | | | | | 1 | | | | | |
| Parole & Probation | 0 | | | | | | | | | | |
| Public Service Comm. | 0 | | | | | | | | | | |
| Revenue | 0 | | | | | | | | | | |
| State | 2 | 1 | | | | 1 | | | | | |

STATE OF FLORIDA
# Department of Administration

Bob Martinez
Governor

DIVISION OF PERSONNEL MANAGEMENT SERVICES
330 Carlton Building
Tallahassee, Florida 32399-1550
(904) 488-5823

Adis Maria Vila
Secretary

November 10, 1987

MEMORANDUM

TO: Honorable Bob Martinez, Governor

FROM: Adis M. Vila, Secretary

SUBJECT: Quarterly Reports for New Hires and Promotions - July 1 - September 30, 1987.

At your June 1 Little Cabinet meeting, you requested data on new hires and promotions. I am pleased to transmit to you the first of our quarterly reports. It is comprised of four tables:

1. Table I includes new hires by agency for the Career Service.

2. Table II indicates promotions by agency for the Career Service.

3. Table III reflects new hires by agency for the Selected Exempt Service.

4. Table IV reflects new hires by agency for the Senior Management Service.

If you have any questions concerning these reports, please let me know.

AMV:pjd/D/3/6

Attachments

EEO QUARTERLY REPORTS FOR JULY 1 - SEPTEMBER, 1987
SUMMARY ANALYSIS
CAREER SERVICE NEW HIRES BY AGENCY
TABLE I

| Governor's Agencies | Total | W/M | B/M | H/M | O/M | W/F | B/F | H/F | O/F | Vet | Handicap |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Administration | 6 | | 2 | | | 3 | 1 | | | | |
| Business Reg. | 17 | 4 | 1 | 2 | 1 | 8 | 1 | | | | |
| Citrus | 4 | 2 | | 1 | | 1 | | | | | |
| Commerce | 14 | 2 | | | | 12 | | | | | |
| Community Affairs | 8 | 1 | | | | 5 | 2 | | | | |
| Corrections | 1,028 | 428 | 141 | 26 | 1 | 283 | 132 | 16 | 1 | 32 | |
| Environmental Reg. | 42 | 19 | 1 | | 3 | 14 | 4 | 1 | | 1 | |
| Governor's Office | 0 | | | | | | | | | | |
| Health & Rehab. Svcs. | 1,603 | 269 | 148 | 34 | 8 | 656 | 401 | 78 | 9 | 1 | 2 |
| Labor & Empl. Sec. | 154 | 41 | 11 | 6 | | 64 | 25 | 6 | 1 | 22 | 2 |
| Military Affairs | 12 | 9 | | | | 3 | | | | | |
| Professional Reg. | 41 | 8 | 1 | | | 23 | 7 | 1 | 1 | | |
| Transportation | 297 | 106 | 39 | 14 | 7 | 83 | 27 | 10 | 11 | | 7 |

| Non-Governor's Agencies | Total | W/M | B/M | H/M | O/M | W/F | B/F | H/F | O/F | Vet | Handicap |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Agriculture & Cons. Svcs. | 63 | 31 | 2 | | | 24 | 6 | | | 4 | |
| Banking & Finance | 34 | 8 | 1 | | | 17 | 7 | 1 | | | |
| *Education | 105 | 17 | 6 | 2 | | 56 | 22 | 1 | 1 | 2 | |
| Game & Fish Comm. | 40 | 28 | | | | 9 | 3 | | | | |
| General Svcs. | 42 | 15 | 10 | | | 9 | 6 | 2 | | | |
| Highway Safety & Motor Veh. | 90 | 20 | 3 | 2 | | 46 | 12 | 7 | | | |
| Insurance | 31 | 2 | 1 | 1 | | 16 | 10 | 1 | | | |
| Law Enforcement | 38 | 15 | 5 | | | 14 | 4 | | | | |
| Legal Affairs | 19 | | | | | 14 | 5 | | | | |
| Natural Resources | 83 | 27 | 10 | 1 | | 34 | 11 | | | | |
| Parole & Probation | 8 | 5 | | | | 3 | | | | | |
| Public Service Comm. | 12 | 6 | | 1 | | 3 | 1 | | 1 | | |
| Revenue | 205 | 86 | 14 | 6 | | 72 | 24 | 1 | 2 | 1 | |
| State | 95 | 26 | 5 | 1 | | 50 | 10 | 1 | 2 | | |

*Includes data on the Florida School for the Deaf and Blind.

EEO QUARTERLY REPORTS FOR JULY 1 - SEPTEMBER, 1987
SUMMARY ANALYSIS
CAREER SERVICE PROMOTIONS BY AGENCY
TABLE II

| Governor's Agencies | Total | W/M | B/M | H/M | O/M | W/F | B/F | H/F | O/F | Vet | Handicap |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Administration | 10 | | 1 | | | 6 | 2 | 1 | | | |
| Business Reg. | 14 | 3 | 1 | | | 7 | 3 | | | | |
| Citrus | 1 | | | | | 1 | | | | | |
| Commerce | 44 | 1 | 1 | | | 38 | 4 | | | | |
| Community Affairs | 11 | 4 | | | | 7 | | | | 1 | |
| Corrections | 375 | 187 | 31 | 10 | 1 | 109 | 33 | 4 | | 3 | |
| Environmental Reg. | 41 | 15 | | | | 19 | 6 | | 1 | | |
| Governor's Office | 0 | | | | | | | | | | |
| Health & Rehab. Svcs. | 1,260 | 201 | 90 | 20 | 3 | 568 | 318 | 53 | 7 | 1 | 3 |
| Labor & Empl. Sec. | 141 | 32 | 12 | 1 | | 58 | 35 | 3 | | 10 | |
| Military Affairs | 1 | | 1 | | | | | | | | |
| Professional Reg. | 35 | 5 | | | | 22 | 7 | | 1 | | |
| Transportation | 383 | 160 | 47 | 15 | 9 | 90 | 29 | 10 | 2 | | 21 |

| Non-Governor's Agencies | Total | W/M | B/M | H/M | O/M | W/F | B/F | H/F | O/F | Vet | Handicap |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Agriculture & Cons. Svcs. | 48 | 36 | | | 1 | 10 | 1 | | | | |
| Banking & Finance | 34 | 18 | | | | 14 | 1 | 1 | | | |
| *Education | 43 | 11 | 4 | | | 20 | 7 | 1 | | | |
| Game & Fish Comm. | 19 | 6 | | | | 10 | 3 | | | | |
| General Svcs. | 17 | 6 | 2 | | | 9 | | | | | |
| Highway Safety & Motor Veh. | 65 | 15 | 2 | | | 43 | 4 | | 1 | | 1 |
| Insurance | 23 | 2 | 1 | | | 11 | 9 | | | 1 | |
| Law Enforcement | 56 | 9 | 6 | | | 29 | 12 | | | | |
| Legal Affairs | 11 | 3 | | | | 7 | 1 | | | | |
| Natural Resources | 39 | 19 | 1 | | | 17 | 1 | 1 | | 1 | |
| Parole & Probation | 6 | 3 | 1 | | | 1 | 1 | | | | |
| Public Service Comm. | 9 | 1 | | | | 6 | 2 | | | | |
| Revenue | 177 | 75 | 13 | 2 | 4 | 62 | 19 | 1 | 1 | | 1 |
| State | 28 | 9 | 1 | | | 17 | 1 | | | | |





*Includes data on the Florida School for the Deaf and Blind.

EC/2/29

EEO QUARTERLY REPORTS FOR JULY 1 - SEPTEMBER, 1987
SUMMARY ANALYSIS
SELECTED EXEMPT SERVICE NEW HIRES BY AGENCY
TABLE III

| Governor's Agencies | Total | W/M | B/M | H/M | O/M | W/F | B/F | H/F | O/F | Vet | Handicap |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Administration | 1 | | | | | | 1 | | | | |
| Business Reg. | 8 | 3 | | | | 5 | | | | | |
| Citrus | 0 | | | | | | | | | | |
| Commerce | 1 | 1 | | | | | | | | | |
| Community Affairs | 5 | 3 | | | | 1 | 1 | | | | |
| Corrections | 23 | 13 | 5 | | 2 | 2 | | 1 | | | |
| Environmental Reg. | 2 | 2 | | | | | | | | 1 | |
| Governor's Office | 5 | | | | | 5 | | | | | |
| Health & Rehab. Svcs. | 25 | 14 | 1 | 1 | 2 | 4 | 2 | | 1 | | |
| Labor & Empl. Sec. | 5 | 1 | | | | 3 | | 1 | | | |
| Military Affairs | 0 | | | | | | | | | | |
| Professional Reg. | 4 | 4 | | | | | | | | | |
| Transportation | 9 | 4 | | | | 3 | 2 | | | | |

| Non-Governor's Agencies | Total | W/M | B/M | H/M | O/M | W/F | B/F | H/F | O/F | Vet | Handicap |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Agriculture & Cons. Svcs. | 4 | 4 | | | | | | | | | |
| Banking & Finance | 1 | 1 | | | | | | | | | |
| Education | 1 | | | | | 1 | | | | | |
| Game & Fish Comm. | 2 | 2 | | | | | | | | | |
| General Svcs. | 3 | 2 | | | | | 1 | | | | |
| Highway Safety & Motor Veh. | 0 | | | | | | | | | | |
| Insurance | 6 | 2 | | | 1 | 3 | | | | | 1 |
| Law Enforcement | 5 | 4 | | | | 1 | | | | | |
| Legal Affairs | 47 | 25 | | | | 21 | 1 | | | | |
| Natural Resources | 10 | 6 | | | | 3 | 1 | | | | |
| Parole & Probation | 0 | | | | | | | | | | |
| Public Service Comm. | 3 | 2 | | | | 1 | | | | | |
| Revenue | 1 | 1 | | | | | | | | | |
| State | 8 | 4 | | | | 4 | | | | | |

EEO QUARTERLY REPORTS FOR JULY 1 - SEPTEMBER, 1987
SUMMARY ANALYSIS
SENIOR MANAGEMENT SERVICE NEW HIRES BY AGENCY
TABLE IV

| Governor's Agencies | Total | W/M | B/M | H/M | O/M | W/F | B/F | H/F | O/F | Vet | Handicap |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Administration | 0 | | | | | | | | | | |
| Business Reg. | 4 | 4 | | | | | | | | | |
| Citrus | 2 | 2 | | | | | | | | | |
| Commerce | 0 | | | | | | | | | | |
| Community Affairs | 0 | | | | | | | | | | |
| Corrections | 2 | 2 | | | | | | | | | |
| Environmental Reg. | 0 | | | | | | | | | | |
| Governor's Office | 1 | 1 | | | | | | | | | |
| Health & Rehab. Svcs. | 2 | 1 | | | | 1 | | | | | |
| Labor & Empl. Sec. | 1 | 1 | | | | | | | | | |
| Military Affairs | 0 | | | | | | | | | | |
| Professional Reg. | 4 | 4 | | | | | | | | | |
| Transportation | 0 | | | | | | | | | | |

| Non-Governor's Agencies | Total | W/M | B/M | H/M | O/M | W/F | B/F | H/F | O/F | Vet | Handicap |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Agriculture & Cons. Svcs. | 0 | | | | | | | | | | |
| Banking & Finance | 0 | | | | | | | | | | |
| Education | 0 | | | | | | | | | | |
| Game & Fish Comm. | 0 | | | | | | | | | | |
| General Svcs. | 0 | | | | | | | | | | |
| Highway Safety & Motor Veh. | 0 | | | | | | | | | | |
| Insurance | 2 | 2 | | | | | | | | | |
| Law Enforcement | 0 | | | | | | | | | | |
| Legal Affairs | 4 | 4 | | | | | | | | | |
| Natural Resources | 5 | 5 | | | | | | | | | |
| Parole & Probation | 0 | | | | | | | | | | |
| Public Service Comm. | 0 | | | | | | | | | | |
| Revenue | 0 | | | | | | | | | | |
| State | 6 | 5 | | | | 1 | | | | | |





FC/2/28

## PURPOSE

To set forth procedures to designate new or revised classes based on the EEO job categories described in the EEOC Form 164, State and Local Government Information (EEO-4) Information Booklet to insure compliance with Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972.

## POLICY

To insure that each job class has an appropriate EEO designation and is maintained in the official EEO designation file.

## CAREER SERVICE RULE REFERENCE

22A-1501 - "This chapter sets forth the rules relating to Equal Employment Opportunity for employees in the Career Service, or applicants for Career Service positions."

## CRITERIA/PROCEDURE

Job classes will be designated into one of the following EEO categories:

1. Officials and Administrators: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies or direct individual department's or special phases of an agency's operations or provide specialized consultation on a regional, district or area basis. Includes: department heads, bureau chiefs, division chiefs, directors, deputy directors, comptrollers, examiners, wardens, superintendents, sheriffs, police and fire chiefs, inspectors and kindred workers.

   Career Service Example: Chief of the Bureau of Human Resource Management Improvement

2. Professionals: Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses economists, dietitians, lawyers, system analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers

or instructors, police and fire captains and lieutenants and kindred workers.

Career Service Example: Personnel Program Analyst III

3. Technicians: Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers and operators, draftsmen, surveyors, licensed practical nurses, photographers, radio operators, technical illustrators, highway technicians, technicians (medical, dental, electronic, physical sciences), assessors, inspectors, police and fire sergeants and kindred workers.

Career Service Example: Photographer I

4. Protective Service Workers: Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: police patrol officers, firefighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers and kindred workers.

Career Service Example: Wildlife Officer

5. Paraprofessionals: Occupations in which the workers perform some of the duties of a professional or technician in a supportive role which usually requires less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Includes: library assistants, research assistants, medical aides, child support workers, police auxiliary, welfare service aides, recreation assistants, homemaker aides, home health aides, and kindred workers.

Career Service Example: Food Stamp Eligibility Worker I

6. Office and Clerical: Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paper work required in an office. Includes: bookkeepers, messengers, office machine operators, clerk typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks and kindred workers.

Career Service Example: Secretary III

7. Skilled Craft Workers: Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of all the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairmen, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and type-setters and kindred workers.

   Career Service Example: Carpenter

8. Service-Maintenance: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial personnel, gardeners and groundskeepers, refuse collectors, construction laborers.

   Career Service Example: Custodial Worker

When a class is revised or a new class is established, it will be the responsibility of the Examination Development Supervisor or designee to determine an EEO designation using the following procedures:

1. Analyze the minimum training and experience requirements, duties and responsibilities of the class and compare them with the job categories as defined by the EEOC criteria. This would involve a review of both the EEOC occupational descriptions and examples.

2. Consult with Classification Analyst, if necessary, for input.

3. Code, sign, and date EEO designation on COPES Career Service Title Update form.

4. The clerk in the Selection Unit receives COPES Career Service Title Update form from HRMI Personnel Technician I and records all EEO designation information in logbook.

## REFERENCE

EEOC Form 164, State and Local Government Information (EEO-4) Instruction Booklet, Equal Employment Opportunity Commission, Washington, D.C., 1976.

EEO4-4

STATE OF FLORIDA
DEPARTMENT OF ADMINISTRATION
1987 EEO-4 REPORT BY SALARY/DEPARTMENT

DATE: 01/15/88



EMPLOYEE STATUS: FEMALE - FULL TIME
DEPARTMENT: 31 - OFFICE OF THE GOVENOR

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 11 | 0 | 0 | 0 | 11 | 43 | 25.6 | 0.0 | 0.0 | 0.0 | 25.6 |
| PROFESSIONALS | 71 | 15 | 0 | 0 | 86 | 152 | 46.7 | 9.9 | 0.0 | 0.0 | 56.6 |
| TECHNICIANS | 17 | 0 | 0 | 1 | 18 | 21 | 81.0 | 0.0 | 0.0 | 4.8 | 85.7 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 3 | 0 | 0 | 0 | 3 | 3 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| OFFICE CLERICAL | 33 | 20 | 0 | 0 | 53 | 53 | 62.3 | 37.7 | 0.0 | 0.0 | 100.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 3 | 0 | 0 | 3 | 6 | 0.0 | 50.0 | 0.0 | 0.0 | 50.0 |
| TOTALS: | 135 | 38 | 0 | 1 | 174 | 278 | 48.6 | 13.7 | 0.0 | 0.4 | 62.6 |

EMPLOYEE STATUS: FEMALE - OPS
DEPARTMENT: 31 - OFFICE OF THE GOVENOR

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: FEMALE - NEW HIRE
DEPARTMENT: 31 - OFFICE OF THE GOVENOR

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 6 | 0 | 0 | 0 | 6 | 11 | 54.5 | 0.0 | 0.0 | 0.0 | 54.5 |
| PROFESSIONALS | 2 | 0 | 0 | 0 | 12 | 25 | 48.0 | 0.0 | 0.0 | 0.0 | 48.0 |
| TECHNICIANS | 1 | 0 | 0 | 0 | 1 | 2 | 50.0 | 0.0 | 0.0 | 0.0 | 50.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 1 | 0 | 0 | 0 | 1 | 1 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| OFFICE CLERICAL | 18 | 3 | 0 | 0 | 21 | 24 | 75.0 | 12.5 | 0.0 | 0.0 | 87.5 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 38 | 3 | 0 | 0 | 41 | 63 | 60.3 | 4.8 | 0.0 | 0.0 | 65.1 |

EMPLOYEE STATUS: FEMALE - FULL TIME
DEPARTMENT: 41 - LEGAL AFFAIRS

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 52 | 7 | 1 | 0 | 60 | 150 | 34.7 | 4.7 | 0.7 | 0.0 | 40.0 |
| PROFESSIONALS | 17 | 3 | 0 | 0 | 20 | 24 | 70.8 | 12.5 | 0.0 | 0.0 | 83.3 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 9 | 1 | 0 | 0 | 10 | 12 | 75.0 | 8.3 | 0.0 | 0.0 | 83.3 |
| OFFICE CLERICAL | 61 | 25 | 2 | 1 | 89 | 91 | 67.0 | 27.5 | 2.2 | 1.1 | 97.8 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 139 | 36 | 3 | 1 | 179 | 280 | 49.6 | 12.9 | 1.1 | 0.4 | 63.9 |

EMPLOYEE STATUS: FEMALE - OPS
DEPARTMENT: 41 - LEGAL AFFAIRS

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: FEMALE - NEW HIRE
DEPARTMENT: 41 - LEGAL AFFAIRS

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 6 | 0 | 1 | 0 | 7 | 17 | 35.3 | 0.0 | 5.9 | 0.0 | 41.2 |
| PROFESSIONALS | 2 | 0 | 0 | 0 | 2 | 3 | 66.7 | 0.0 | 0.0 | 0.0 | 66.7 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 2 | 1 | 0 | 0 | 3 | 4 | 50.0 | 25.0 | 0.0 | 0.0 | 75.0 |
| OFFICE CLERICAL | 17 | 4 | 1 | 0 | 22 | 22 | 77.3 | 18.2 | 4.5 | 0.0 | 100.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 27 | 5 | 2 | 0 | 34 | 46 | 58.7 | 10.9 | 4.3 | 0.0 | 73.9 |

EMPLOYEE STATUS: FEMALE - FULL TIME
DEPARTMENT: 42 - AGRICULTURAL & CONSUMER SERV

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 1 | 0 | 0 | 0 | 1 | 13 | 7.7 | 0.0 | 0.0 | 0.0 | 7.7 |
| PROFESSIONALS | 102 | 6 | 1 | 8 | 117 | 840 | 12.1 | 0.7 | 0.1 | 1.0 | 13.9 |
| TECHNICIANS | 79 | 21 | 1 | 4 | 105 | 681 | 11.6 | 3.1 | 0.1 | 0.6 | 15.4 |
| PROTECTIVE SERV | 12 | 0 | 0 | 0 | 12 | 604 | 2.0 | 0.0 | 0.0 | 0.0 | 2.0 |
| PARA-PROF. | 25 | 10 | 0 | 0 | 35 | 38 | 65.8 | 26.3 | 0.0 | 0.0 | 92.1 |
| OFFICE CLERICAL | 272 | 56 | 2 | 5 | 335 | 368 | 73.9 | 15.2 | 0.5 | 1.4 | 91.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 126 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 74 | 21 | 0 | 1 | 96 | 228 | 32.5 | 9.2 | 0.0 | 0.4 | 42.1 |
| TOTALS: | 565 | 114 | 4 | 18 | 701 | 2,898 | 19.5 | 3.9 | 0.1 | 0.6 | 24.2 |

EMPLOYEE STATUS: FEMALE - OPS
DEPARTMENT: 42 - AGRICULTURAL & CONSUMER SERV

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: FEMALE - NEW HIRE
DEPARTMENT: 42 - AGRICULTURAL & CONSUMER SERV

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 15 | 1 | 0 | 0 | 16 | 81 | 18.5 | 1.2 | 0.0 | 0.0 | 19.8 |
| TECHNICIANS | 11 | 1 | 0 | 1 | 13 | 60 | 18.3 | 1.7 | 0.0 | 1.7 | 21.7 |
| PROTECTIVE SERV | 3 | 0 | 0 | 0 | 3 | 73 | 4.1 | 0.0 | 0.0 | 0.0 | 4.1 |
| PARA-PROF. | 3 | 1 | 0 | 0 | 4 | 4 | 75.0 | 25.0 | 0.0 | 0.0 | 100.0 |
| OFFICE CLERICAL | 58 | 8 | 2 | 0 | 68 | 74 | 78.4 | 10.8 | 2.7 | 0.0 | 91.9 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 9 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 12 | 2 | 0 | 0 | 14 | 26 | 46.2 | 7.7 | 0.0 | 0.0 | 53.8 |
| TOTALS: | 102 | 13 | 2 | 1 | 118 | 330 | 30.9 | 3.9 | 0.6 | 0.3 | 35.8 |

EEO4-4

STATE OF FLORIDA
DEPARTMENT OF ADMINISTRATION
1987 EEO-4 REPORT BY SALARY/DEPARTMENT

DATE: 01/15/88



EMPLOYEE STATUS: FEMALE - FULL TIME
DEPARTMENT: 44 - BANKING AND FINANCE

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 13 | 1 | 1 | 0 | 15 | 57 | 22.8 | 1.8 | 1.8 | 0.0 | 26.3 |
| PROFESSIONALS | 90 | 19 | 3 | 0 | 112 | 297 | 30.3 | 6.4 | 1.0 | 0.0 | 37.7 |
| TECHNICIANS | 33 | 4 | 0 | 1 | 38 | 90 | 36.7 | 4.4 | 0.0 | 1.1 | 42.2 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 23 | 7 | 0 | 1 | 31 | 38 | 60.5 | 18.4 | 0.0 | 2.6 | 81.6 |
| OFFICE CLERICAL | 49 | 45 | 5 | 0 | 99 | 106 | 46.2 | 42.5 | 4.7 | 0.0 | 93.4 |
| SKILLED CRAFT | 1 | 0 | 0 | 0 | 1 | 2 | 50.0 | 0.0 | 0.0 | 0.0 | 50.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 209 | 76 | 9 | 2 | 296 | 592 | 35.3 | 12.8 | 1.5 | 0.3 | 50.0 |

EMPLOYEE STATUS: FEMALE - OPS
DEPARTMENT: 44 - BANKING AND FINANCE

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: FEMALE - NEW HIRE
DEPARTMENT: 44 - BANKING AND FINANCE

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 3 | 0 | 0 | 0 | 3 | 9 | 33.3 | 0.0 | 0.0 | 0.0 | 33.3 |
| PROFESSIONALS | 14 | 1 | 1 | 1 | 17 | 57 | 24.6 | 1.8 | 1.8 | 1.8 | 29.8 |
| TECHNICIANS | 1 | 1 | 0 | 0 | 2 | 6 | 16.7 | 16.7 | 0.0 | 0.0 | 33.3 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 1 | 1. | 0. | 0 | 2 | 4 | 25.0 | 25.0 | 0.0 | 0.0 | 50.0 |
| OFFICE CLERICAL | 10 | 7 | 3 | 0 | 20 | 25 | 40.0 | 28.0 | 12.0 | 0.0 | 80.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 29 | 10 | 4 | 1 | 44 | 101 | 28.7 | 9.9 | 4.0 | 1.0 | 43.6 |

EMPLOYEE STATUS: FEMALE - FULL TIME
DEPARTMENT: 45 - DEPARTMENT OF STATE

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 28 | 0 | 0 | 0 | 28 | 50 | 56.0 | 0.0 | 0.0 | 0.0 | 56.0 |
| PROFESSIONALS | 110 | 23 | 1 | 1 | 135 | 223 | 49.3 | 10.3 | 0.4 | 0.4 | 60.5 |
| TECHNICIANS | 12 | 4 | 1 | 0 | 17 | 39 | 30.8 | 10.3 | 2.6 | 0.0 | 43.6 |
| PROTECTIVE SERV | 2 | 0 | 0 | 0 | 2 | 13 | 15.4 | 0.0 | 0.0 | 0.0 | 15.4 |
| PARA-PROF. | 22 | 11 | 0 | 0 | 33 | 35 | 62.9 | 31.4 | 0.0 | 0.0 | 94.3 |
| OFFICE CLERICAL | 114 | 57 | 1 | 2 | 174 | 191 | 59.7 | 29.8 | 0.5 | 1.0 | 91.1 |
| SKILLED CRAFT | 4 | 0 | 0 | 0 | 4 | 33 | 12.1 | 0.0 | 0.0 | 0.0 | 12.1 |
| SERVICE MAINT. | 1 | 3 | 0 | 0 | 4 | 27 | 3.7 | 11.1 | 0.0 | 0.0 | 14.8 |
| TOTALS: | 293 | 98 | 3 | 3 | 397 | 611 | 48.0 | 16.0 | 0.5 | 0.5 | 65.0 |

EMPLOYEE STATUS: FEMALE - OPS
DEPARTMENT: 45 - DEPARTMENT OF STATE

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: FEMALE - NEW HIRE
DEPARTMENT: 45 - DE ARTMENT OF STATE

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 3 | 0 | 0 | 0 | 3 | 6 | 50.0 | 0.0 | 0.0 | 0.0 | 50.0 |
| PROFESSIONALS | 19 | 1 | 0 | 0 | 20 | 37 | 51.4 | 2.7 | 0.0 | 0.0 | 54.1 |
| TECHNICIANS | 1 | 1 | 0 | 0 | 2 | 4 | 25.0 | 25.0 | 0.0 | 0.0 | 50.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 4 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 1 | 0 | 0 | 0 | 1 | 4 | 25.0 | 0.0 | 0.0 | 0.0 | 25.0 |
| OFFICE CLERICAL | 33 | 5 | 1 | 0 | 39 | 45 | 73.3 | 11.1 | 2.2 | 0.0 | 86.7 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 1 | 0 | 0 | 0 | 1 | 6 | 16.7 | 0.0 | 0.0 | 0.0 | 16.7 |
| TOTALS: | 58 | 7 | 1 | 0 | 66 | 113 | 51.3 | 6.2 | 0.9 | 0.0 | 58.4 |

EMPLOYEE STATUS: FEMALE - FULL TIME
DEPARTMENT: 46 - INSURANCE

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 17 | 0 | 0 | 0 | 17 | 79 | 21.5 | 0.0 | 0.0 | 0.0 | 21.5 |
| PROFESSIONALS | 98 | 20 | 4 | 2 | 124 | 369 | 26.6 | 5.4 | 1.1 | 0.5 | 33.6 |
| TECHNICIANS | 11 | 3 | 1 | 2 | 17 | 31 | 35.5 | 9.7 | 3.2 | 6.5 | 54.8 |
| PROTECTIVE SERV | 2 | 1 | 0 | 0 | 3 | 38 | 5.3 | 2.6 | 0.0 | 0.0 | 7.9 |
| PARA-PROF. | 12 | 10 | 0 | 0 | 22 | 24 | 50.0 | 41.7 | 0.0 | 0.0 | 91.7 |
| OFFICE CLERICAL | 135 | 75 | 4 | 3 | 217 | 235 | 57.4 | 31.9 | 1.7 | 1.3 | 92.3 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 275 | 109 | 9 | 7 | 400 | 781 | 35.2 | 14.0 | 1.2 | 0.9 | 51.2 |

EMPLOYEE STATUS: FEMALE - OPS
DEPARTMENT: 46 - INSURANCE

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: FEMALE - NEW HIRE
DEPARTMENT: 46 - INSURANCE

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 2 | 0 | 0 | 0 | 2 | 7 | 28.6 | 0.0 | 0.0 | 0.0 | 28.6 |
| PROFESSIONALS | 13 | 3 | 1 | 0 | 17 | 56 | 23.2 | 5.4 | 1.8 | 0.0 | 30.4 |
| TECHNICIANS | 3 | 0 | 0 | 0 | 3 | 5 | 60.0 | 0.0 | 0.0 | 0.0 | 60.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 1 | 1 | 0 | 0 | 2 | 4 | 25.0 | 25.0 | 0.0 | 0.0 | 50.0 |
| OFFICE CLERICAL | 31 | 16 | 1 | 0 | 48 | 54 | 57.4 | 29.6 | 1.9 | 0.0 | 88.9 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 50 | 20 | 2 | 0 | 72 | 128 | 39.1 | 15.6 | 1.6 | 0.0 | 56.3 |

EMPLOYEE STATUS: FEMALE - FULL TIME
DEPARTMENT: 47 - COMMERCE

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 1 | 1 | 0 | 0 | 2 | 13 | 7.7 | 7.7 | 0.0 | 0.0 | 15.4 |
| PROFESSIONALS | 52 | 7 | 0 | 0 | 59 | 118 | 44.1 | 5.9 | 0.0 | 0.0 | 50.0 |
| TECHNICIANS | 2 | 1 | 0 | 0 | 3 | 5 | 40.0 | 20.0 | 0.0 | 0.0 | 60.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 2 | 2 | 0 | 0 | 4 | 6 | 33.3 | 33.3 | 0.0 | 0.0 | 66.7 |
| OFFICE CLERICAL | 45 | 13 | 0 | 0 | 58 | 62 | 72.6 | 21.0 | 0.0 | 0.0 | 93.5 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 5 | 0 | 0 | 5 | 9 | 0.0 | 55.6 | 0.0 | 0.0 | 55.6 |
| TOTALS: | 102 | 29 | 0 | 0 | 131 | 213 | 47.9 | 13.6 | 0.0 | 0.0 | 61.5 |

EMPLOYEE STATUS: FEMALE - OPS
DEPARTMENT: 47 - COMMERCE

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: FEMALE - NEW HIRE
DEPARTMENT: 47 - COMMERCE

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 10 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 10 | 1 | 0 | 0 | 11 | 21 | 47.6 | 4.8 | 0.0 | 0.0 | 52.4 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 1 | 1 | 1 | 0.0 | 0.0 | 0.0 | 100.0 | 100.0 |
| OFFICE CLERICAL | 7 | 2 | 0 | 0 | 9 | 9 | 77.8 | 22.2 | 0.0 | 0.0 | 100.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 17 | 3 | 0 | 1 | 21 | 41 | 41.5 | 7.3 | 0.0 | 2.4 | 51.2 |



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EMPLOYEE STATUS: FEMALE - FULL TIME
DEPARTMENT: 48 - EDUCATION

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 13 | 1 | 0 | 0 | 14 | 45 | 28.9 | 2.2 | 0.0 | 0.0 | 31.1 |
| PROFESSIONALS | 325 | 48 | 10 | 3 | 386 | 751 | 43.3 | 6.4 | 1.3 | 0.4 | 51.4 |
| TECHNICIANS | 24 | 3 | 0 | 1 | 28 | 75 | 32.0 | 4.0 | 0.0 | 1.3 | 37.3 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 4 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 89 | 67 | 0 | 1 | 157 | 197 | 45.2 | 34.0 | 0.0 | 0.5 | 79.7 |
| OFFICE CLERICAL | 259 | 107 | 11 | 1 | 378 | 405 | 64.0 | 26.4 | 2.7 | 0.2 | 93.3 |
| SKILLED CRAFT | 1 | 1 | 0 | 0 | 2 | 32 | 3.1 | 3.1 | 0.0 | 0.0 | 6.3 |
| SERVICE MAINT. | 20 | 43 | 0 | 0 | 63 | 94 | 21.3 | 45.7 | 0.0 | 0.0 | 67.0 |
| TOTALS: | 731 | 270 | 21 | 6 | 1,028 | 1,603 | 45.6 | 16.8 | 1.3 | 0.4 | 64.1 |

EMPLOYEE STATUS: FEMALE - OPS
DEPARTMENT: 48 - EDUCATION

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: FEMALE - NEW HIRE
DEPARTMENT: 48 - EDUCATION

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 1 | 0 | 0 | 0 | 1 | 3 | 33.3 | 0.0 | 0.0 | 0.0 | 33.3 |
| PROFESSIONALS | 31 | 1 | 1 | 0 | 33 | 52 | 59.6 | 1.9 | 1.9 | 0.0 | 63.5 |
| TECHNICIANS | 5 | 2 | 0 | 0 | 7 | 11 | 45.5 | 18.2 | 0.0 | 0.0 | 63.6 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 16 | 11 | 0 | 1 | 28 | 40 | 40.0 | 27.5 | 0.0 | 2.5 | 70.0 |
| OFFICE CLERICAL | 33 | 8 | 0 | 1 | 42 | 52 | 63.5 | 15.4 | 0.0 | 1.9 | 80.8 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 6 | 0 | 0 | 6 | 17 | 0.0 | 35.3 | 0.0 | 0.0 | 35.3 |
| TOTALS: | 86 | 28 | 1 | 2 | 117 | 176 | 48.9 | 15.9 | 0.6 | 1.1 | 66.5 |

EMPLOYEE STATUS: FEMALE - FULL TIME
DEPARTMENT: 51 - ADMINISTRATION

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 8 | 2 | 0 | 0 | 10 | 29 | 27.6 | 6.9 | 0.0 | 0.0 | 34.5 |
| PROFESSIONALS | 106 | 28 | 3 | 2 | 139 | 260 | 40.8 | 10.8 | 1.2 | 0.8 | 53.5 |
| TECHNICIANS | 15 | 2 | 0 | 0 | 17 | 38 | 39.5 | 5.3 | 0.0 | 0.0 | 44.7 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 27 | 9 | 0 | 0 | 36 | 40 | 67.5 | 22.5 | 0.0 | 0.0 | 90.0 |
| OFFICE CLERICAL | 70 | 21 | 0 | 0 | 91 | 99 | 70.7 | 21.2 | 0.0 | 0.0 | 91.9 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 4 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 226 | 62 | 3 | 2 | 293 | 470 | 48 | 13.2 | 0.6 | 0.4 | 62.3 |

EMPLOYEE STATUS: FEMALE - OPS
DEPARTMENT: 51 - ADMINISTRATION

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: FEMALE - NEW HIRE
DEPARTMENT: 51 - ADMINISTRATION

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 1 | 0 | 1 | 1 | 0.0 | 0.0 | 100.0 | 0.0 | 100.0 |
| PROFESSIONALS | 5 | 1 | 0 | 0 | 6 | 14 | 35.7 | 7.1 | 0.0 | 0.0 | 42.9 |
| TECHNICIANS | 1 | 0 | 0 | 0 | 1 | 3 | 33.3 | 0.0 | 0.0 | 0.0 | 33.3 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 4 | 0 | 0 | 0 | 4 | 6 | 66.7 | 0.0 | 0.0 | 0.0 | 66.7 |
| OFFICE CLERICAL | 14 | 4 | 0 | 0 | 18 | 23 | 60.9 | 17.4 | 0.0 | 0.0 | 78.3 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 24 | 5 | 1 | 0 | 30 | 47 | 51.1 | 10.6 | 2.1 | 0.0 | 63.8 |

EMPLOYEE STATUS: FEMALE - FULL TIME
DEPARTMENT: 52 - COMMUNITY AFFAIRS

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 5 | 1 | 0 | 0 | 6 | 22 | 22.7 | 4.5 | 0.0 | 0.0 | 27.3 |
| PROFESSIONALS | 59 | 13 | 3 | 2 | 77 | 179 | 33.0 | 7.3 | 1.7 | 1.1 | 43.0 |
| TECHNICIANS | 2 | 0 | 1 | 0 | 3 | 9 | 22.2 | 0.0 | 11.1 | 0.0 | 33.3 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 6 | 1 | 1 | 0 | 8 | 8 | 75.0 | 12.5 | 12.5 | 0.0 | 100.0 |
| OFFICE CLERICAL | 36 | 15 | 0 | 0 | 51 | 52 | 69.2 | 28.8 | 0.0 | 0.0 | 98.1 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 108 | 30 | 5 | 2 | 145 | 275 | 39.3 | 10.9 | 1.8 | 0.7 | 52.7 |

EMPLOYEE STATUS: FEMALE - OPS
DEPARTMENT: 52 - COMMUNITY AFFAIRS

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: FEMALE - NEW HIRE
DEPARTMENT: 52 - COMMUNITY AFFAIRS

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 2 | 0 | 0 | 0 | 2 | 7 | 28.6 | 0.0 | 0.0 | 0.0 | 28.6 |
| PROFESSIONALS | 9 | 2 | 0 | 0 | 11 | 23 | 39.1 | 8.7 | 0.0 | 0.0 | 47.8 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 2 | 0 | 0 | 0 | 2 | 2 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| OFFICE CLERICAL | 14 | 1 | 0 | 0 | 15 | 16 | 87.5 | 6.3 | 0.0 | 0.0 | 93.8 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 27 | 3 | 0 | 0 | 30 | 49 | 55.1 | 6.1 | 0.0 | 0.0 | 61.2 |

EMPLOYEE STATUS: FEMALE - FULL TIME
DEPARTMENT: 53 - BUSINESS REGULATION

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 9 | 1 | 1 | 0 | 11 | 39 | 23.1 | 2.6 | 2.6 | 0.0 | 28.2 |
| PROFESSIONALS | 63 | 3 | 6 | 4 | 76 | 238 | 26.5 | 1.3 | 2.5 | 1.7 | 31.9 |
| TECHNICIANS | 5 | 2 | 0 | 0 | 7 | 25 | 20.0 | 8.0 | 0.0 | 0.0 | 28.0 |
| PROTECTIVE SERV | 11 | 2 | 0 | 0 | 13 | 119 | 9.2 | 1.7 | 0.0 | 0.0 | 10.9 |
| PARA-PROF. | 7 | 3 | 2 | 0 | 12 | 20 | 35.0 | 15.0 | 10.0 | 0.0 | 60.0 |
| OFFICE CLERICAL | 114 | 33 | 14 | 0 | 161 | 169 | 67.5 | 19.5 | 8.3 | 0.0 | 95.3 |
| SKILLED CRAFT | 1 | 0 | 0 | 0 | 1 | 3 | 33.3 | 0.0 | 0.0 | 0.0 | 33.3 |
| SERVICE MAINT. | 2 | 0 | 0 | 0 | 2 | 5 | 40.0 | 0.0 | 0.0 | 0.0 | 40.0 |
| TOTALS: | 212 | 44 | 23 | 4 | 283 | 618 | 34.3 | 7.1 | 3.7 | 0.6 | 45.8 |

EMPLOYEE STATUS: FEMALE - OPS
DEPARTMENT: 53 - BUSINESS REGULATION

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: FEMALE - NEW HIRE
DEPARTMENT: 53 - BUSINESS REGULATION

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 4 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 7 | 2 | 2 | 0 | 11 | 20 | 35.0 | 10.0 | 10.0 | 0.0 | 55.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 1 | 0 | 0 | 0 | 1 | 4 | 25.0 | 0.0 | 0.0 | 0.0 | 25.0 |
| OFFICE CLERICAL | 20 | 5 | 4 | 0 | 29 | 33 | 60.6 | 15.2 | 12.1 | 0.0 | 87.9 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 28 | 7 | 6 | 0 | 41 | 71 | 39.4 | 9.9 | 8.5 | 0.0 | 57.7 |

EMPLOYEE STATUS: FEMALE - FULL TIME
DEPARTMENT: 54 - LABOR & EMPLOYMENT SECURITY

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 18 | 4 | 1 | 1 | 24 | 103 | 17.5 | 3.9 | 1.0 | 1.0 | 23.3 |
| PROFESSIONALS | 1,071 | 419 | 86 | 10 | 1,586 | 2,767 | 38.7 | 15.1 | 3.1 | 0.4 | 57.3 |
| TECHNICIANS | 51 | 8 | 0 | 1 | 60 | 96 | 53.1 | 8.3 | 0.0 | 1.0 | 62.5 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 47 | 47 | 13 | 0 | 107 | 124 | 37.9 | 37.9 | 10.5 | 0.0 | 86.3 |
| OFFICE CLERICAL | 552 | 314 | 24 | 1 | 891 | 940 | 58.7 | 33.4 | 2.6 | 0.1 | 94.8 |
| SKILLED CRAFT | 2 | 1 | 0 | 0 | 3 | 11 | 18.2 | 9.1 | 0.0 | 0.0 | 27.3 |
| SERVICE MAINT. | 1 | 4 | 0 | 0 | 5 | 20 | 5.0 | 20.0 | 0.0 | 0.0 | 25.0 |
| TOTALS: | 1,742 | 797 | 124 | 13 | 2,676 | 4,061 | 42.9 | 19.6 | 3.1 | 0.3 | 65.9 |

EMPLOYEE STATUS: FEMALE - OPS
DEPARTMENT: 54 - LABOR & EMPLOYMENT SECURITY

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 8 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 1 | 0 | 0 | 0 | 1 | 1 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 1 | 0 | 0 | 0 | 1 | 1 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |

EMPLOYEE STATUS: FEMALE - NEW HIRE
DEPARTMENT: 54 - LABOR & EMPLOYMENT SECURITY

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 2 | 0 | 0 | 0 | 2 | 7 | 28.6 | 0.0 | 0.0 | 0.0 | 28.6 |
| PROFESSIONALS | 46 | 12 | 8 | 0 | 66 | 134 | 34.3 | 9.0 | 6.0 | 0.0 | 49.3 |
| TECHNICIANS | 1 | 1 | 0 | 0 | 2 | 7 | 14.3 | 14.3 | 0.0 | 0.0 | 28.6 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 6 | 4 | 2 | 0 | 12 | 17 | 35.3 | 23.5 | 11.8 | 0.0 | 70.6 |
| OFFICE CLERICAL | 60 | 38 | 7 | 1 | 106 | 122 | 49.2 | 31.1 | 5.7 | 0.8 | 86.9 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 115 | 55 | 17 | 1 | 188 | 290 | 39.7 | 19.0 | 5.9 | 0.3 | 64.8 |

EMPLOYEE STATUS: FEMALE - FULL TIME
DEPARTMENT: 55 - TRANSPORTATION

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 3 | 0 | 0 | 0 | 3 | 38 | 7.9 | 0.0 | 0.0 | 0.0 | 7.9 |
| PROFESSIONALS | 276 | 35 | 20 | 12 | 343 | 2,511 | 11.0 | 1.4 | 0.8 | 0.5 | 13.7 |
| TECHNICIANS | 186 | 43 | 12 | 8 | 249 | 1,408 | 13.2 | 3.1 | 0.9 | 0.6 | 17.7 |
| PROTECTIVE SERV | 4 | 1 | 0 | 0 | 5 | 88 | 4.5 | 1.1 | 0.0 | 0.0 | 5.7 |
| PARA-PROF. | 53 | 17 | 2 | 2 | 74 | 81 | 65.4 | 21.0 | 2.5 | 2.5 | 91.4 |
| OFFICE CLERICAL | 716 | 247 | 23 | 32 | 1,018 | 1,232 | 58.1 | 20.0 | 1.9 | 2.6 | 82.6 |
| SKILLED CRAFT | 4 | 1 | 1 | 0 | 6 | 652 | 0.6 | 0.2 | 0.2 | 0.0 | 0.9 |
| SERVICE MAINT. | 95 | 48 | 2 | 5 | 150 | 1,896 | 5.0 | 2.5 | 0.1 | 0.3 | 7.9 |
| TOTALS: | 1,337 | 392 | 60 | 59 | 1,848 | 7,906 | 16.9 | 5.0 | 0.8 | 0.7 | 23.4 |

EMPLOYEE STATUS: FEMALE - OPS
DEPARTMENT: 55 - TRANSPORTATION

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 2 | 0 | 0 | 2 | 2 | 0.0 | 100.0 | 0.0 | 0.0 | 100.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 2 | 0 | 0 | 2 | 4 | 0.0 | 50.0 | 0.0 | 0.0 | 50.0 |

EMPLOYEE STATUS: FEMALE - NEW HIRE
DEPARTMENT: 55 - TRANSPORTA ION

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFF CIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 18 | 3 | 4 | 2 | 27 | 167 | 10.8 | 1.8 | 2.4 | 1.2 | 16.2 |
| TECHN CIANS | 19 | 5 | 7 | 2 | 33 | 158 | 12.0 | 3.2 | 4.4 | 1.3 | 20.9 |
| PROTECTIVE SERV | 0 | 1 | 0 | 0 | 1 | 6 | 0.0 | 16.7 | 0.0 | 0.0 | 16.7 |
| PARA-PROF. | 10 | 5 | 2 | 2 | 19 | 23 | 43.5 | 21.7 | 8.7 | 8.7 | 82.6 |
| OFFICE CLERICAL | 126 | 70 | 15 | 8 | 219 | 268 | 47.0 | 26.1 | 5.6 | 3.0 | 81.7 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 31 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 33 | 13 | 1 | 3 | 50 | 305 | 10.8 | 4.3 | 0.3 | 1.0 | 16.4 |
| TOTALS: | 206 | 97 | 29 | 17 | 349 | 959 | 21.5 | 10.1 | 3.0 | 1.8 | 36.4 |

EMPLOYEE STATUS: FEMALE - FULL TIME
DEPARTMENT: 56 - ENVIRONMENTAL REGULATION

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 15 | 0 | 0 | 0 | 15 | 47 | 31.9 | 0.0 | 0.0 | 0.0 | 31.9 |
| PROFESSIONALS | 135 | 9 | 3 | 5 | 152 | 635 | 21.3 | 1.4 | 0.5 | 0.8 | 23.9 |
| TECHNICIANS | 15 | 2 | 0 | 0 | 17 | 46 | 32.6 | 4.3 | 0.0 | 0.0 | 37.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 7 | 2 | 0 | 0 | 9 | 11 | 63.6 | 18.2 | 0.0 | 0.0 | 81.8 |
| OFFICE CLERICAL | 152 | 24 | 2 | 2 | 180 | 187 | 81.3 | 12.8 | 1.1 | 1.1 | 96.3 |
| SKILLED CRAFT | 1 | 0 | 0 | 0 | 1 | 5 | 20.0 | 0.0 | 0.0 | 0.0 | 20.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 325 | 37 | 5 | 7 | 374 | 931 | 34.9 | 4.0 | 0.5 | 0.8 | 40.2 |

EMPLOYEE STATUS: FEMALE - OPS
DEPARTMENT: 56 - ENVIRONMENTAL REGULATION

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: FEMALE - NEW HIRE
DEPARTMENT: 56 - ENVIRONMENTAL REGULATION

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 2 | 0 | 0 | 0 | 2 | 14 | 14.3 | 0.0 | 0.0 | 0.0 | 14.3 |
| PROFESSIONALS | 24 | 0 | 1 | 1 | 26 | 94 | 25.5 | 0.0 | 1.1 | 1.1 | 27.7 |
| TECHNICIANS | 2 | 0 | 0 | 0 | 2 | 9 | 22.2 | 0.0 | 0.0 | 0.0 | 22.2 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 4 | 0 | 0 | 0 | 4 | 4 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| OFFICE CLERICAL | 22 | 9 | 2 | 1 | 34 | 38 | 57.9 | 23.7 | 5.3 | 2.6 | 89.5 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 54 | 9 | 3 | 2 | 68 | 159 | 34.0 | 5.7 | 1.9 | 1.3 | 42.8 |

EMPLOYEE STATUS: FEMALE - FULL TIME
DEPARTMENT: 57 - CITRUS

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 7 | 0 | 0 | 0 | 7 | 22 | 31.8 | 0.0 | 0.0 | 0.0 | 31.8 |
| PROFESSIONALS | 15 | 0 | 0 | 0 | 15 | 60 | 25.0 | 0.0 | 0.0 | 0.0 | 25.0 |
| TECHNICIANS | 2 | 0 | 0 | 0 | 2 | 8 | 25.0 | 0.0 | 0.0 | 0.0 | 25.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 5 | 0 | 0 | 0 | 5 | 5 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| OFFICE CLERICAL | 27 | 0 | 0 | 0 | 27 | 29 | 93.1 | 0.0 | 0.0 | 0.0 | 93.1 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 56 | 0 | 0 | 0 | 56 | 129 | 43.4 | 0.0 | 0.0 | 0.0 | 43.4 |

EMPLOYEE STATUS: FEMALE - OPS
DEPARTMENT: 57 - CITRUS

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: FEMALE - NEW HIRE
DEPARTMENT: 57 - CITRUS

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONAL | 2 | 0 | 0 | 0 | 2 | 4 | 50.0 | 0.0 | 0.0 | 0.0 | 50.0 |
| TECHNICIANS | 2 | 0 | 0 | 0 | 2 | 3 | 66.7 | 0.0 | 0.0 | 0.0 | 66.7 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 1 | 0 | 0 | 0 | 1 | 1 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| OFFICE CLERICAL | 3 | 0 | 0 | 0 | 3 | 3 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 8 | 0 | 0 | 0 | 8 | 13 | 61.5 | 0.0 | 0.0 | 0.0 | 61.5 |

EMPLOYEE STATUS: FEMALE - FULL TIME
DEPARTMENT: 58 - PROFESSIONAL REGULATION

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 17 | 1 | 0 | 0 | 18 | 44 | 38.6 | 2.3 | 0.0 | 0.0 | 40.9 |
| PROFESSIONALS | 72 | 5 | 1 | 2 | 80 | 190 | 37.9 | 2.6 | 0.5 | 1.1 | 42.1 |
| TECHNICIANS | 3 | 0 | 0 | 0 | 3 | 6 | 50.0 | 0.0 | 0.0 | 0.0 | 50.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 7 | 5 | 0 | 0 | 12 | 13 | 53.8 | 38.5 | 0.0 | 0.0 | 92.3 |
| OFFICE CLERICAL | 145 | 59 | 1 | 0 | 205 | 217 | 66.8 | 27.2 | 0.5 | 0.0 | 94.5 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 244 | 70 | 2 | 2 | 318 | 472 | 51.7 | 14.8 | 0.4 | 0.4 | 67.4 |

EMPLOYEE STATUS: FEMALE - OPS
DEPARTMENT: 58 - PROFESSIONAL REGULATION

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 1 | 1 | 0 | 0 | 2 | 4 | 25.0 | 25.0 | 0.0 | 0.0 | 50.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 50 | 25 | 0 | 1 | 76 | 94 | 53.2 | 26.6 | 0.0 | 1.1 | 80.9 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 51 | 26 | 0 | 1 | 78 | 100 | 51.0 | 26.0 | 0.0 | 1.0 | 78.0 |

EMPLOYEE STATUS: FEMALE - NEW HIRE
DEPARTMENT: 58 - PROFESSIONAL REGULATION

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 2 | 0 | 0 | 0 | 2 | 8 | 25.0 | 0.0 | 0.0 | 0.0 | 25.0 |
| PROFESSIONALS | 5 | 1 | 0 | 0 | 6 | 14 | 35.7 | 7.1 | 0.0 | 0.0 | 42.9 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 22 | 15 | 0 | 0 | 37 | 43 | 51.2 | 34.9 | 0.0 | 0.0 | 86.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 29 | 16 | 0 | 0 | 45 | 65 | 44.6 | 24.6 | 0.0 | 0.0 | 69.2 |

EMPLOYEE STATUS: FEMALE - FULL TIME
DEPARTMENT: 60 - HEALTH & REHABILITATIVE SERV

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 97 | 11 | 20 | 31 | 159 | 529 | 18.3 | 2.1 | 3.8 | 5.9 | 30.1 |
| PROFESSIONALS | 6,400 | 2,310 | 458 | 54 | 9,222 | 13,749 | 46.5 | 16.8 | 3.3 | 0.4 | 67.1 |
| TECHNICIANS | 386 | 202 | 10 | 3 | 601 | 827 | 46.7 | 24.4 | 1.2 | 0.4 | 72.7 |
| PROTECTIVE SERV | 22 | 37 | 2 | 0 | 61 | 313 | 7.0 | 11.8 | 0.6 | 0.0 | 19.5 |
| PARA-PROF. | 1,800 | 3,305 | 189 | 19 | 5,313 | 7,200 | 25.0 | 45.9 | 2.6 | 0.3 | 73.8 |
| OFFICE CLERICAL | 3,454 | 1,866 | 323 | 39 | 5,682 | 5,927 | 58.3 | 31.5 | 5.4 | 0.7 | 95.9 |
| SKILLED CRAFT | 17 | 17 | 1 | 0 | 35 | 492 | 3.5 | 3.5 | 0.2 | 0.0 | 7.1 |
| SERVICE MAINT. | 208 | 674 | 22 | 3 | 907 | 1,524 | 13.6 | 44.2 | 1.4 | 0.2 | 59.5 |
| TOTALS: | 12,384 | 8,422 | 1,025 | 149 | 21,980 | 30,561 | 40.5 | 27.6 | 3.4 | 0.5 | 71.9 |

EMPLOYEE STATUS: FEMALE - OPS
DEPARTMENT: 60 - HEALTH & REHABILITATIVE SERV

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: FEMALE - NEW HIRE
DEPARTMENT: 60 - HEALTH & REHABILITATIVE SERV

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 11 | 3 | 0 | 6 | 20 | 57 | 19.3 | 5.3 | 0.0 | 10.5 | 35.1 |
| PROFESSIONALS | 965 | 348 | 79 | 15 | 1,407 | 2,113 | 45.7 | 16.5 | 3.7 | 0.7 | 66.6 |
| TECHNICIANS | 61 | 11 | 4 | 0 | 76 | 140 | 43.6 | 7.9 | 2.9 | 0.0 | 54.3 |
| PROTECTIVE SERV | 1 | 1 | 0 | 0 | 2 | 22 | 4.5 | 4.5 | 0.0 | 0.0 | 9.1 |
| PARA-PROF. | 279 | 439 | 44 | 3 | 765 | 1,226 | 22.8 | 35.8 | 3.6 | 0.2 | 62.4 |
| OFFICE CLERICAL | 719 | 490 | 79 | 10 | 1,298 | 1,386 | 51.9 | 35.4 | 5.7 | 0.7 | 93.7 |
| SKILLED CRAFT | 2 | 0 | 0 | 0 | 2 | 47 | 4.3 | 0.0 | 0.0 | 0.0 | 4.3 |
| SERVICE MAINT. | 33 | 67 | 5 | 0 | 105 | 213 | 15.5 | 31.5 | 2.3 | 0.0 | 49.3 |
| TOTALS: | 2,071 | 1,359 | 211 | 34 | 3,675 | 5,204 | 39.8 | 26.1 | 4.1 | 0.7 | 70.6 |

EMPLOYEE STATUS: FEMALE - FULL TIME
DEPARTMENT: 61 - PUBLIC SERVICE COMMISSION

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 24 | 0 | 0 | 0 | 24 | 74 | 32.4 | 0.0 | 0.0 | 0.0 | 32.4 |
| PROFESSIONALS | 58 | 12 | 4 | 0 | 74 | 166 | 34.9 | 7.2 | 2.4 | 0.0 | 44.6 |
| TECHNICIANS | 2 | 0 | 0 | 0 | 2 | 6 | 33.3 | 0.0 | 0.0 | 0.0 | 33.3 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 3 | 1 | 0 | 0 | 4 | 4 | 75.0 | 25.0 | 0.0 | 0.0 | 100.0 |
| OFFICE CLERICAL | 35 | 16 | 1 | 0 | 52 | 56 | 62.5 | 28.6 | 1.8 | 0.0 | 92.9 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 122 | 29 | 5 | 0 | 156 | 308 | 39.6 | 9.4 | 1.6 | 0.0 | 50.6 |

EMPLOYEE STATUS: FEMALE - OPS
DEPARTMENT: 61 - PUBLIC SERVICE COMMISSION

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: FEMALE - NEW HIRE
DEPARTMENT: 61 - PUBLIC SERVICE COMMISSION

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 2 | 0 | 0 | 0 | 2 | 4 | 50.0 | 0.0 | 0.0 | 0.0 | 50.0 |
| PROFESSIONALS | 3 | 0 | 0 | 1 | 4 | 23 | 13.0 | 0.0 | 0.0 | 4.3 | 17.4 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 5 | 2 | 0 | 0 | 7 | 7 | 71.4 | 28.6 | 0.0 | 0.0 | 100.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 10 | 2 | 0 | 1 | 13 | 35 | 28.6 | 5.7 | 0.0 | 2.9 | 37.1 |

EMPLOYEE STATUS: FEMALE - FULL TIME
DEPARTMENT: 62 - MILITARY AFFAIRS

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 2 | 0 | 0 | 0 | 2 | 7 | 28.6 | 0.0 | 0.0 | 0.0 | 28.6 |
| PROFESSIONALS | 15 | 1 | 0 | 0 | 16 | 30 | 50.0 | 3.3 | 0.0 | 0.0 | 53.3 |
| TECHNICIANS | 3 | 0 | 0 | 0 | 3 | 7 | 42.9 | 0.0 | 0.0 | 0.0 | 42.9 |
| PROTECTIVE SERV | 2 | 0 | 0 | 0 | 2 | 16 | 12.5 | 0.0 | 0.0 | 0.0 | 12.5 |
| PARA-PROF. | 9 | 1 | 0 | 0 | 10 | 11 | 81.8 | 9.1 | 0.0 | 0.0 | 90.9 |
| OFFICE CLERICAL | 23 | 0 | 0 | 0 | 23 | 27 | 85.2 | 0.0 | 0.0 | 0.0 | 85.2 |
| SKILLED CRAFT | 1 | 0 | 0 | 0 | 1 | 40 | 2.5 | 0.0 | 0.0 | 0.0 | 2.5 |
| SERVICE MAINT. | 2 | 3 | 0 | 0 | 5 | 23 | 8.7 | 13.0 | 0.0 | 0.0 | 21.7 |
| TOTALS: | 57 | 5 | 0 | 0 | 62 | 161 | 35.4 | 3.1 | 0.0 | 0.0 | 38.5 |

EMPLOYEE STATUS: FEMALE - OPS
DEPARTMENT: 62 - MILITARY AFFAIRS

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: FEMALE - NEW HIRE
DEPARTMENT: 62 - MILITARY AFFAIRS

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 1 | 0 | 0 | 0 | 1 | 3 | 33.3 | 0.0 | 0.0 | 0.0 | 33.3 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 1 | 0 | 0 | 0 | | 4 | 25.0 | 0.0 | 0.0 | 0.0 | 25.0 |
| PARA-PROF. | 1 | 0 | 0 | 0 | 1 | 1 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| OFFICE CLERICAL | 10 | 0 | 0 | 0 | 10 | 11 | 90.9 | 0.0 | 0.0 | 0.0 | 90.9 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 10 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 13 | 0 | 0 | 0 | 13 | 31 | 41.9 | 0.0 | 0.0 | 0.0 | 41.9 |

EMPLOYEE STATUS: FEMALE - FULL TIME
DEPARTMENT: 66 - COMMISSION ON ETHICS

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: FEMALE - OPS
DEPARTMENT: 66 - COMMISSION ON ETHICS

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: FEMALE - NEW HIRE
DEPARTMENT: 66 - COMMISSION ON ETHICS

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: FEMALE - FULL TIME
DEPARTMENT: 70 - CORRECTIONS

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 8 | 0 | 1 | 1 | 10 | 104 | 7.7 | 0.0 | 1.0 | 1.0 | 9.6 |
| PROFESSIONALS | 688 | 302 | 26 | 5 | 1,021 | 3,009 | 22.9 | 10.0 | 0.9 | 0.2 | 33.9 |
| TECHNICIANS | 108 | 30 | 0 | 2 | 140 | 283 | 38.2 | 10.6 | 0.0 | 0.7 | 49.5 |
| PROTECTIVE SERV | 625 | 307 | 12 | 4 | 948 | 5,768 | 10.8 | 5.3 | 0.2 | 0.1 | 16.4 |
| PARA-PROF. | 168 | 31 | 5 | 0 | 204 | 217 | 77.4 | 14.3 | 2.3 | 0.0 | 94.0 |
| OFFICE CLERICAL | 691 | 185 | 17 | 1 | 894 | 921 | 75.0 | 20.1 | 1.8 | 0.1 | 97.1 |
| SKILLED CRAFT | 1 | 1 | 0 | 0 | 2 | 245 | 0.4 | 0.4 | 0.0 | 0.0 | 0.8 |
| SERVICE MAINT. | 2 | 5 | 0 | 0 | 7 | 18 | 11.1 | 27.8 | 0.0 | 0.0 | 38.9 |
| TOTALS: | 2,291 | 861 | 61 | 13 | 3,226 | 10,565 | 21.7 | 8.1 | 0.6 | 0.1 | 30.5 |

EMPLOYEE STATUS: FEMALE - OPS
DEPARTMENT: 70 - CORRECTIONS

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 1 | 0 | 0 | 0 | 1 | 3 | 33.3 | 0.0 | 0.0 | 0.0 | 33.3 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 7 | 0 | 0 | 0 | 7 | 7 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| OFFICE CLERICAL | 5 | 1 | 0 | 0 | 6 | 7 | 71.4 | 14.3 | 0.0 | 0.0 | 85.7 |
| SKILLED CRAFT | 1 | 0 | 0 | 0 | 1 | 4 | 25.0 | 0.0 | 0.0 | 0.0 | 25.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 14 | 1 | 0 | 0 | 15 | 21 | 66.7 | 4.8 | 0.0 | 0.0 | 71.4 |

EMPLOYEE STATUS: FEMALE - NEW HIRE
DEPARTMENT: 70 - CORRECTIONS

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 2 | 0 | 0 | 0 | 2 | 22 | 9.1 | 0.0 | 0.0 | 0.0 | 9.1 |
| PROFESSIONALS | 138 | 50 | 5 | 1 | 194 | 423 | 32.6 | 11.8 | 1.2 | 0.2 | 45.9 |
| TECHNICIANS | 33 | 4 | 0 | 2 | 39 | 70 | 47.1 | 5.7 | 0.0 | 2.9 | 55.7 |
| PROTECTIVE SERV | 181 | 147 | 8 | 0 | 336 | 1,429 | 12.7 | 10.3 | 0.6 | 0.0 | 23.5 |
| PARA-PROF. | 43 | 9 | 2 | 0 | 54 | 57 | 75.4 | 15.8 | 3.5 | 0.0 | 94.7 |
| OFFICE CLERICAL | 209 | 44 | 13 | 2 | 268 | 285 | 73.3 | 15.4 | 4.6 | 0.7 | 94.0 |
| SKILLED CRAFT | 1 | 1 | 0 | 0 | 2 | 41 | 2.4 | 2.4 | 0.0 | 0.0 | 4.9 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 607 | 255 | 28 | 5 | 895 | 2,327 | 26.1 | 11.0 | 1.2 | 0.2 | 38.5 |

EMPLOYEE STATUS: FEMALE - FULL TIME
DEPARTMENT: 71 - LAW ENFORCEMENT

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 7 | 2 | 0 | 0 | 9 | 57 | 12.3 | 3.5 | 0.0 | 0.0 | 15.8 |
| PROFESSIONALS | 139 | 29 | 1 | 0 | 169 | 334 | 41.6 | 8.7 | 0.3 | 0.0 | 50.6 |
| TECHNICIANS | 83 | 49 | 0 | 4 | 136 | 207 | 40.1 | 23.7 | 0.0 | 1.9 | 65.7 |
| PROTECTIVE SERV | 37 | 7 | 0 | 0 | 44 | 276 | 13.4 | 2.5 | 0.0 | 0.0 | 15.9 |
| PARA-PROF. | 5 | 4 | 0 | 0 | 9 | 13 | 38.5 | 30.8 | 0.0 | 0.0 | 69.2 |
| OFFICE CLERICAL | 76 | 17 | 1 | 2 | 96 | 100 | 76.0 | 17.0 | 1.0 | 2.0 | 96.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 347 | 108 | 2 | 6 | 463 | 988 | 35.1 | 10.9 | 0.2 | 0.6 | 46.9 |

EMPLOYEE STATUS: FEMALE - OPS
DEPARTMENT: 71 - LAW ENFORCEMENT

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: FEMALE - NEW HIRE
DEPARTMENT: 71 - LAW ENFORCEMENT

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 4 | 1 | 0 | 0 | 5 | 26 | 15.4 | 3.8 | 0.0 | 0.0 | 19.2 |
| TECHNICIANS | 11 | 9 | 0 | 0 | 20 | 53 | 20.8 | 17.0 | 0.0 | 0.0 | 37.7 |
| PROTECTIVE SERV | 4 | 0 | 0 | 0 | 4 | 17 | 23.5 | 0.0 | 0.0 | 0.0 | 23.5 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 11 | 2 | 0 | 0 | 13 | 14 | 78.6 | 14.3 | 0.0 | 0.0 | 92.9 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 30 | 12 | 0 | 0 | 42 | 110 | 27.3 | 10.9 | 0.0 | 0.0 | 38.2 |

EMPLOYEE STATUS: FEMALE - FULL TIME
DEPARTMENT: 72 - GENERAL SERVICES

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 9 | 2 | 0 | 0 | 11 | 54 | 16.7 | 3.7 | 0.0 | 0.0 | 20.4 |
| PROFESSIONALS | 45 | 10 | 0 | 0 | 55 | 195 | 23.1 | 5.1 | 0.0 | 0.0 | 28.2 |
| TECHNICIANS | 19 | 1 | 0 | 0 | 20 | 67 | 28.4 | 1.5 | 0.0 | 0.0 | 29.9 |
| PROTECTIVE SERV | 7 | 6 | 1 | 0 | 14 | 113 | 6.2 | 5.3 | 0.9 | 0.0 | 12.4 |
| PARA-PROF. | 15 | 7 | 0 | 0 | 22 | 24 | 62.5 | 29.2 | 0.0 | 0.0 | 91.7 |
| OFFICE CLERICAL | 102 | 34 | 0 | 1 | 137 | 160 | 63.8 | 21.3 | 0.0 | 0.6 | 85.6 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 76 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 3 | 70 | 1 | 0 | 74 | 282 | 1.1 | 24.8 | 0.4 | 0.0 | 26.2 |
| TOTALS: | 200 | 130 | 2 | 1 | 333 | 971 | 20.6 | 13.4 | 0.2 | 0.1 | 34.3 |

EMPLOYEE STATUS: FEMALE - OPS
DEPARTMENT: 72 - GENERAL SERVICES

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: FEMALE - NEW HIRE
DEPARTMENT: 72 - GENERAL SERVICES

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 1 | 0 | 0 | 0 | 1 | 1 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSIONALS | 2 | 0 | 1 | 0 | 3 | 19 | 10.5 | 0.0 | 5.3 | 0.0 | 15.8 |
| TECHNICIANS | 2 | 1 | 0 | 0 | 3 | 8 | 25.0 | 12.5 | 0.0 | 0.0 | 37.5 |
| PROTECTIVE SERV | 4 | 0 | 0 | 0 | 4 | 34 | 11.8 | 0.0 | 0.0 | 0.0 | 11.8 |
| PARA-PROF. | 3 | 1 | 0 | 0 | 4 | 5 | 60.0 | 20.0 | 0.0 | 0.0 | 80.0 |
| OFFICE CLERICAL | 17 | 3 | 0 | 0 | 20 | 23 | 73.9 | 13.0 | 0.0 | 0.0 | 87.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 8 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 3 | 0 | 0 | 3 | 32 | 0.0 | 9.4 | 0.0 | 0.0 | 9.4 |
| TOTALS: | 29 | 8 | 1 | 0 | 38 | 130 | 22.3 | 6.2 | 0.8 | 0.0 | 29.2 |

EMPLOYEE STATUS: FEMALE - FULL TIME
DEPARTMENT: 73 - REVENUE

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 8 | 0 | 0 | 0 | 8 | 48 | 16.7 | 0.0 | 0.0 | 0.0 | 16.7 |
| PROFESSIONALS | 170 | 50 | 14 | 4 | 238 | 718 | 23.7 | 7.0 | 1.9 | 0.6 | 33.1 |
| TECHNICIANS | 26 | 9 | 0 | 0 | 35 | 70 | 37.1 | 12.9 | 0.0 | 0.0 | 50.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 62 | 23 | 1 | 0 | 86 | 110 | 56.4 | 20.9 | 0.9 | 0.0 | 78.2 |
| OFFICE CLERICAL | 168 | 66 | 8 | 4 | 246 | 263 | 63.9 | 25.1 | 3.0 | 1.5 | 93.5 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 434 | 148 | 23 | 8 | 613 | 1,212 | 35.8 | 12.2 | 1.9 | 0.7 | 50.6 |

EMPLOYEE STATUS: FEMALE - OPS
DEPARTMENT: 73 - REVENUE

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: FEMALE - NEW HIRE
DEPARTMENT: 73 - REVENUE

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 13 | 6 | 2 | 1 | 22 | 96 | 13.5 | 6.3 | 2.1 | 1.0 | 22.9 |
| TECHNICIANS | 5 | 3 | 0 | 1 | 9 | 19 | 26.3 | 15.8 | 0.0 | 5.3 | 47.4 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 20 | 5 | 0 | 0 | 25 | 50 | 40.0 | 10.0 | 0.0 | 0.0 | 50.0 |
| OFFICE CLERICAL | 27 | 37 | 1 | 0 | 65 | 82 | 32.9 | 45.1 | 1.2 | 0.0 | 79.3 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 65 | 51 | 3 | 2 | 121 | 249 | 26.1 | 20.5 | 1.2 | 0.8 | 48.6 |

EMPLOYEE STATUS: FEMALE - FULL TIME
DEPARTMENT: 74 - NATURAL RESOURCES

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 10 | 0 | 0 | 0 | 10 | 73 | 13.7 | 0.0 | 0.0 | 0.0 | 13.7 |
| PROFESSIONALS | 96 | 15 | 2 | 0 | 113 | 394 | 24.4 | 3.8 | 0.5 | 0.0 | 28.7 |
| TECHNICIANS | 14 | 2 | 0 | 0 | 16 | 59 | 23.7 | 3.4 | 0.0 | 0.0 | 27.1 |
| PROTECTIVE SERV | 34 | 5 | 1 | 1 | 41 | 332 | 10.2 | 1.5 | 0.3 | 0.3 | 12.3 |
| PARA-PROF. | 18 | 2 | 0 | 0 | 20 | 31 | 58.1 | 6.5 | 0.0 | 0.0 | 64.5 |
| OFFICE CLERICAL | 169 | 41 | 3 | 3 | 216 | 225 | 75.1 | 18.2 | 1.3 | 1.3 | 96.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 44 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 70 | 3 | 1 | 5 | 79 | 509 | 13.8 | 0.6 | 0.2 | 1.0 | 15.5 |
| TOTALS: | 411 | 68 | 7 | 9 | 495 | 1,667 | 24.7 | 4.1 | 0.4 | 0.5 | 29.7 |

EMPLOYEE STATUS: FEMALE - OPS
DEPARTMENT: 74 - NATURAL RESOURCES

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: FEMALE - NEW HIRE
DEPARTMENT: 74 - NATURAL RESOURCES

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 21 | 0 | 1 | 0 | 22 | 68 | 30.9 | 0.0 | 1.5 | 0.0 | 32.4 |
| TECHNICIANS | 4 | 0 | 0 | 0 | 4 | 12 | 33.3 | 0.0 | 0.0 | 0.0 | 33.3 |
| PROTECTIVE SERV | 2 | 0 | 0 | 0 | 2 | 16 | 12.5 | 0.0 | 0.0 | 0.0 | 12.5 |
| PARA-PROF. | 3 | 0 | 0 | 0 | 3 | 4 | 75.0 | 0.0 | 0.0 | 0.0 | 75.0 |
| OFFICE CLERICAL | 38 | 6 | 0 | 0 | 44 | 51 | 74.5 | 11.8 | 0.0 | 0.0 | 86.3 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 17 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 13 | 1 | 0 | 3 | 17 | 66 | 19.7 | 1.5 | 0.0 | 4.5 | 25.8 |
| TOTALS: | 81 | 7 | 1 | 3 | 92 | 235 | 34.5 | 3.0 | 0.4 | 1.3 | 39.1 |

EMPLOYEE STATUS: FEMALE - FULL TIME
DEPARTMENT: 76 - HIGHWAY SAFETY & MOTOR VEH

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 11 | 1 | 0 | 0 | 12 | 48 | 22.9 | 2.1 | 0.0 | 0.0 | 25.0 |
| PROFESSIONALS | 69 | 5 | 1 | 0 | 75 | 212 | 32.5 | 2.4 | 0.5 | 0.0 | 35.4 |
| TECHNICIANS | 25 | 4 | 2 | 0 | 31 | 148 | 16.9 | 2.7 | 1.4 | 0.0 | 20.9 |
| PROTECTIVE SERV | 209 | 37 | 3 | 1 | 250 | 1,648 | 12.7 | 2.2 | 0.2 | 0.1 | 15.2 |
| PARA-PROF. | 17 | 6 | 0 | 0 | 23 | 31 | 54.8 | 19.4 | 0.0 | 0.0 | 74.2 |
| OFFICE CLERICAL | 1,321 | 353 | 35 | 9 | 1,718 | 2,040 | 64.8 | 17.3 | 1.7 | 0.4 | 84.2 |
| SKILLED CRAFT | 1 | 0 | 0 | 0 | 1 | 22 | 4.5 | 0.0 | 0.0 | 0.0 | 4.5 |
| SERVICE MAINT. | 3 | 2 | 0 | 0 | 5 | 62 | 4.8 | 3.2 | 0.0 | 0.0 | 8.1 |
| TOTALS: | 1,656 | 408 | 41 | 10 | 2,115 | 4,211 | 39.3 | 9.7 | 1.0 | 0.2 | 50.2 |

EMPLOYEE STATUS: FEMALE - OPS
DEPARTMENT: 76 - HIGHWAY SAFETY & MOTOR VEH

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: FEMALE - NEW HIRE
DEPARTMENT: 76 - HIGHWAY SAFETY & MOTOR VEH

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 2 | 1 | 0 | 0 | 3 | 23 | 8.7 | 4.3 | 0.0 | 0.0 | 13.0 |
| PROTECTIVE SERV | 25 | 13 | 0 | 0 | 38 | 144 | 17.4 | 9.0 | 0.0 | 0.0 | 26.4 |
| PARA-PROF. | 0 | 1 | 0 | 0 | 1 | 1 | 0.0 | 100.0 | 0.0 | 0.0 | 100.0 |
| OFFICE CLERICAL | 180 | 48 | 8 | 1 | 237 | 286 | 62.9 | 16.8 | 2.8 | 0.3 | 82.9 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 1 | 0 | 0 | 0 | 1 | 8 | 12.5 | 0.0 | 0.0 | 0.0 | 12.5 |
| TOTALS: | 208 | 63 | 8 | 1 | 280 | 468 | 44.4 | 13.5 | 1.7 | 0.2 | 59.8 |

EMPLOYEE STATUS: FEMALE - FULL TIME
DEPARTMENT: 77 - GAME & FRESH WATER FISH COMM

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 2 | 0 | 0 | 0 | 2 | 33 | 6.1 | 0.0 | 0.0 | 0.0 | 6.1 |
| PROFESSIONALS | 26 | 1 | 0 | 0 | 27 | 230 | 11.3 | 0.4 | 0.0 | 0.0 | 11.7 |
| TECHNICIANS | 2 | 0 | 0 | 0 | 2 | 65 | 3.1 | 0.0 | 0.0 | 0.0 | 3.1 |
| PROTECTIVE SERV | 30 | 2 | 0 | 0 | 32 | 302 | 9.9 | 0.7 | 0.0 | 0.0 | 10.6 |
| PARA-PROF. | 2 | 1 | 0 | 0 | 3 | 7 | 28.6 | 14.3 | 0.0 | 0.0 | 42.9 |
| OFFICE CLERICAL | 73 | 8 | 0 | 0 | 81 | 85 | 85.9 | 9.4 | 0.0 | 0.0 | 95.3 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 135 | 12 | 0 | 0 | 147 | 727 | 18.6 | 1.7 | 0.0 | 0.0 | 20.2 |

EMPLOYEE STATUS: FEMALE - OPS
DEPARTMENT: 77 - GAME & FRESH WATER FISH COMM

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: FEMALE - NEW HIRE
DEPARTMENT: 77 - GAME & FRESH WATER FISH COMM

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 6 | 0 | 0 | 0 | 6 | 28 | 21.4 | 0.0 | 0.0 | 0.0 | 21.4 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 6 | 0 | 0 | 0 | 6 | 19 | 31.6 | 0.0 | 0.0 | 0.0 | 31.6 |
| PARA-PROF. | 1 | 0 | 0 | 0 | 1 | 2 | 50.0 | 0.0 | 0.0 | 0.0 | 50.0 |
| OFFICE CLERICAL | 12 | 0 | 0 | 0 | 12 | 12 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 25 | 0 | 0 | 0 | 25 | 66 | 37.9 | 0.0 | 0.0 | 0.0 | 37.9 |



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EMPLOYEE STATUS: FEMALE - FULL TIME
DEPARTMENT: 78 - PAROLE COMMISSION

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 1 | 1 | 0 | 0 | 2 | 4 | 25.0 | 25.0 | 0.0 | 0.0 | 50.0 |
| PROFESSIONALS | 19 | 5 | 0 | 0 | 24 | 54 | 35.2 | 9.3 | 0.0 | 0.0 | 44.4 |
| TECHNICIANS | 1 | 0 | 0 | 0 | 1 | 1 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 4 | 2 | 0 | 0 | 6 | 6 | 66.7 | 33.3 | 0.0 | 0.0 | 100.0 |
| OFFICE CLERICAL | 27 | 14 | 0 | 0 | 41 | 46 | 58.7 | 30.4 | 0.0 | 0.0 | 89.1 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 52 | 22 | 0 | 0 | 74 | 111 | 46.8 | 19.8 | 0.0 | 0.0 | 66.7 |

EMPLOYEE STATUS: FEMALE - OPS
DEPARTMENT: 78 - PAROLE COMMISSION

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: FEMALE - NEW HIRE
DEPARTMENT: 78 - PAROLE COMMISSION

| EEO CODES | WHITE FEMALE | BLACK FEMALE | SPANISH FEMALE | OTHER FEMALE | TOTAL FEMALE | TOTAL | % WHITE FEMALE | % BLACK FEMALE | % SPANISH FEMALE | % OTHER FEMALE | % FEMALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 1 | 0 | 0 | 1 | 1 | 0.0 | 100.0 | 0.0 | 0.0 | 100.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 2 | 1 | 0 | 0 | 3 | 3 | 66.7 | 33.3 | 0.0 | 0.0 | 100.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 2 | 2 | 0 | 0 | 4 | 4 | 50.0 | 50.0 | 0.0 | 0.0 | 100.0 |

EMPLOYEE STATUS: MALE - FULL TIME
DEPARTMENT: 31 - OFFICE OF THE GOVENOR

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 32 | 0 | 0 | 0 | 32 | 43 | 74.4 | 0.0 | 0.0 | 0.0 | 74.4 |
| PROFESSIONALS | 56 | 7 | 1 | 2 | 66 | 152 | 36.8 | 4.6 | 0.7 | 1.3 | 43.4 |
| TECHNICIANS | 2 | 1 | 0 | 0 | 3 | 21 | 9.5 | 4.8 | 0.0 | 0.0 | 14.3 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 53 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 3 | 0 | 0 | 3 | 6 | 0.0 | 50.0 | 0.0 | 0.0 | 50.0 |
| TOTALS: | 90 | 11 | 1 | 2 | 104 | 278 | 32.4 | 4.0 | 0.4 | 0.7 | 37.4 |

EMPLOYEE STATUS: MALE - OPS
DEPARTMENT: 31 - OFFICE OF THE GOVENOR

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: MALE - NEW HIRE
DEPARTMENT: 31 - OFFICE OF THE GOVENOR

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 4 | 0 | 0 | 1 | 5 | 11 | 36.4 | 0.0 | 0.0 | 9.1 | 45.5 |
| PROFESSIONALS | 12 | 0 | 0 | 1 | 13 | 25 | 48.0 | 0.0 | 0.0 | 4.0 | 52.0 |
| TECHNICIANS | 1 | 0 | 0 | 0 | 1 | 2 | 50.0 | 0.0 | 0.0 | 0.0 | 50.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 3 | 0 | 0 | 0 | 3 | 24 | 12.5 | 0.0 | 0.0 | 0.0 | 12.5 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 20 | 0 | 0 | 2 | 22 | 63 | 31.7 | 0.0 | 0.0 | 3.2 | 34.9 |

EMPLOYEE STATUS: MALE - FULL TIME
DEPARTMENT: 41 - LEGAL AFFAIRS

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 87 | 3 | 0 | 0 | 90 | 150 | 58.0 | 2.0 | 0.0 | 0.0 | 60.0 |
| PROFESSIONALS | 4 | 0 | 0 | 0 | 4 | 24 | 16.7 | 0.0 | 0.0 | 0.0 | 16.7 |
| TECHNICIANS | 1 | 0 | 0 | 0 | 1 | 1 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 1 | 1 | 0 | 0 | 2 | 12 | 8.3 | 8.3 | 0.0 | 0.0 | 16.7 |
| OFFICE CLERICAL | 1 | 1 | 0 | 0 | 2 | 91 | 1.1 | 1.1 | 0.0 | 0.0 | 2.2 |
| SKILLED CRAFT | 1 | 0 | 0 | 0 | 1 | 1 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| SERVICE MAINT. | 1 | 0 | 0 | 0 | 1 | 1 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| TOTALS: | 96 | 5 | 0 | 0 | 101 | 280 | 34.3 | 1.8 | 0.0 | 0.0 | 36.1 |

EMPLOYEE STATUS: MALE - OPS
DEPARTMENT: 41 - LEGAL AFFAIRS

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: MALE - NEW HIRE
DEPARTMENT: 41 - LEGAL AFFAIRS

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 10 | 0 | 0 | 0 | 10 | 17 | 58.8 | 0.0 | 0.0 | 0.0 | 58.8 |
| PROFESSIONALS | 1 | 0 | 0 | 0 | 1 | 3 | 33.3 | 0.0 | 0.0 | 0.0 | 33.3 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 1 | 0 | 0 | 1 | 4 | 0.0 | 25.0 | 0.0 | 0.0 | 25.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 22 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 11 | 1 | 0 | 0 | 12 | 46 | 23.9 | 2.2 | 0.0 | 0.0 | 26.1 |

EMPLOYEE STATUS: MALE - FULL TIME
DEPARTMENT: 42 - AGRICULTURAL & CONSUMER SERV

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 12 | 0 | 0 | 0 | 12 | 13 | 92.3 | 0.0 | 0.0 | 0.0 | 92.3 |
| PROFESSIONALS | 673 | 27 | 13 | 10 | 723 | 840 | 80.1 | 3.2 | 1.5 | 1.2 | 86.1 |
| TECHNICIANS | 523 | 39 | 8 | 6 | 576 | 681 | 76.8 | 5.7 | 1.2 | 0.9 | 84.6 |
| PROTECTIVE SERV | 528 | 61 | 3 | 0 | 592 | 604 | 87.4 | 10.1 | 0.5 | 0.0 | 98.0 |
| PARA-PROF. | 2 | 1 | 0 | 0 | 3 | 38 | 5.3 | 2.6 | 0.0 | 0.0 | 7.9 |
| OFFICE CLERICAL | 31 | 2 | 0 | 0 | 33 | 368 | 8.4 | 0.5 | 0.0 | 0.0 | 9.0 |
| SKILLED CRAFT | 117 | 8 | 1 | 0 | 126 | 126 | 92.9 | 6.3 | 0.8 | 0.0 | 100.0 |
| SERVICE MAINT. | 83 | 48 | 1 | 0 | 132 | 228 | 36.4 | 21.1 | 0.4 | 0.0 | 57.9 |
| TOTALS: | 1,969 | 186 | 26 | 16 | 2,197 | 2,898 | 67.9 | 6.4 | 0.9 | 0.6 | 75.8 |

EMPLOYEE STATUS: MALE - OPS
DEPARTMENT: 42 - AGRICULTURAL & CONSUMER SERV

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: MALE - NEW HIRE
DEPARTMENT: 42 - AGRICULTURAL & CONSUMER SERV

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 3 | 0 | 0 | 0 | 3 | 3 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSIONALS | 60 | 2 | 3 | 0 | 65 | 81 | 74.1 | 2.5 | 3.7 | 0.0 | 80.2 |
| TECHNICIANS | 45 | 2 | 0 | 0 | 47 | 60 | 75.0 | 3.3 | 0.0 | 0.0 | 78.3 |
| PROTECTIVE SERV | 62 | 6 | 2 | 0 | 70 | 73 | 84.9 | 8.2 | 2.7 | 0.0 | 95.9 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 4 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 5 | 1 | 0 | 0 | 6 | 74 | 6.8 | 1.4 | 0.0 | 0.0 | 8.1 |
| SKILLED CRAFT | 9 | 0 | 0 | 0 | 9 | 9 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| SERVICE MAINT. | 9 | 2 | 0 | 1 | 12 | 26 | 34.6 | 7.7 | 0.0 | 3.8 | 46.2 |
| TOTALS: | 193 | 13 | 5 | 1 | 212 | 330 | 58.5 | 3.9 | 1.5 | 0.3 | 64.2 |

EMPLOYEE STATUS: MALE - FULL TIME
DEPARTMENT: 44 - BANKING AND FINANCE

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 41 | 1 | 0 | 0 | 42 | 57 | 71.9 | 1.8 | 0.0 | 0.0 | 73.7 |
| PROFESSIONALS | 163 | 17 | 4 | 1 | 185 | 297 | 54.9 | 5.7 | 1.3 | 0.3 | 62.3 |
| TECHNICIANS | 46 | 6 | 0 | 0 | 52 | 90 | 51.1 | 6.7 | 0.0 | 0.0 | 57.8 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 5 | 1. | 0 | 1 | 7 | 38 | 13.2 | 2.6 | 0.0 | 2.6 | 18.4 |
| OFFICE CLERICAL | 3 | 4 | 0 | 0 | 7 | 106 | 2.8 | 3.8 | 0.0 | 0.0 | 6.6 |
| SKILLED CRAFT | 1 | 0 | 0 | 0 | 1 | 2 | 50.0 | 0.0 | 0.0 | 0.0 | 50.0 |
| SERVICE MAINT. | 1 | 1 | 0 | 0 | 2 | 2 | 50.0 | 50.0 | 0.0 | 0.0 | 100.0 |
| TOTALS: | 260 | 30 | 4 | 2 | 296 | 592 | 43.9 | 5.1 | 0.7 | 0.3 | 50.0 |

EMPLOYEE STATUS: MALE - OPS
DEPARTMENT: 44 - BANKING AND FINANCE

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: MALE NEW HIRE
DEPARTMENT. 44 - BANKING AND FINANCE

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 6 | 0 | 0 | 0 | 6 | 9 | 66.7 | 0.0 | 0.0 | 0.0 | 66 7 |
| PROFESSIONALS | 30 | 5 | 3 | 2 | 40 | 57 | 52.6 | 8.8 | 5.3 | 3.5 | 70.2 |
| TECHNICIANS | 4 | 0 | 0 | 0 | 4 | 6 | 66.7 | 0.0 | 0.0 | 0.0 | 66.7 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 2 | 0 | 0 | 0 | 2 | 4 | 50.0 | 0.0 | 0.0 | 0.0 | 50.0 |
| OFFICE CLERICAL | 2 | 1 | 0 | 2 | 5 | 25 | 8.0 | 4.0 | 0.0 | 8.0 | 20.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 44 | 6 | 3 | 4 | 57 | 101 | 43.6 | 5.9 | 3.0 | 4.0 | 56.4 |

EMPLOYEE STATUS: MALE - FULL TIME
DEPARTMENT: 45 - DEPARTMENT OF STATE

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 20 | 2 | 0 | 0 | 22 | 50 | 40.0 | 4.0 | 0.0 | 0.0 | 44.0 |
| PROFESSIONALS | 79 | 8 | 1 | 0 | 88 | 223 | 35.4 | 3.6 | 0.4 | 0.0 | 39.5 |
| TECHNICIANS | 18 | 4 | 0 | 0 | 22 | 39 | 46.2 | 10.3 | 0.0 | 0.0 | 56.4 |
| PROTECTIVE SERV | 11 | 0 | 0 | 0 | 11 | 13 | 84.6 | 0.0 | 0.0 | 0.0 | 84.6 |
| PARA-PROF. | 2 | 0 | 0 | 0 | 2 | 35 | 5.7 | 0.0 | 0.0 | 0.0 | 5.7 |
| OFFICE CLERICAL | 12 | 4 | 1 | 0 | 17 | 191 | 6.3 | 2.1 | 0.5 | 0.0 | 8.9 |
| SKILLED CRAFT | 25 | 4 | 0 | 0 | 29 | 33 | 75.8 | 12.1 | 0.0 | 0.0 | 87.9 |
| SERVICE MAINT. | 14 | 8 | 1 | 0 | 23 | 27 | 51.9 | 29.6 | 3.7 | 0.0 | 85.2 |
| TOTALS: | 181 | 30 | 3 | 0 | 214 | 611 | 29.6 | 4.9 | 0.5 | 0.0 | 35.0 |

EMPLOYEE STATUS: MALE - OPS
DEPARTMENT: 45 - DEPARTMENT OF STATE

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED RAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: MALE - NEW HIRE
DEPARTMENT: 45 - DEPARTMENT OF STATE

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 2 | 1 | 0 | 0 | 3 | 6 | 33.3 | 16.7 | 0.0 | 0.0 | 50.0 |
| PROFESSIONALS | 15 | 1 | 0 | 1 | 17 | 37 | 40.5 | 2.7 | 0.0 | 2.7 | 45.9 |
| TEC NICIANS | 2 | 0 | 0 | 0 | 2 | 4 | 50.0 | 0.0 | 0.0 | 0.0 | 50.0 |
| PROTECTIVE SERV | 4 | 0 | 0 | 0 | 4 | 4 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PARA-PROF. | 3 | 0 | 0 | 0 | 3 | 4 | 75.0 | 0.0 | 0.0 | 0.0 | 75.0 |
| OFFICE CLERICAL | 6 | 0 | 0 | 0 | 6 | 45 | 13.3 | 0.0 | 0.0 | 0.0 | 13.3 |
| SKILLED CRAFT | 7 | 0 | 0 | 0 | 7 | 7 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| SERVICE MAINT. | 4 | 1 | 0 | 0 | 5 | 6 | 66.7 | 16.7 | 0.0 | 0.0 | 83.3 |
| TOTALS: | 43 | 3 | 0 | 1 | 47 | 113 | 38.1 | 2.7 | 0.0 | 0.9 | 41.6 |

EMPLOYEE STATUS: MALE - FULL TIME
DEPARTMENT: 46 - INSURANCE

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 54 | 4 | 2 | 2 | 62 | 79 | 68.4 | 5.1 | 2.5 | 2.5 | 78.5 |
| PROFESSIONALS | 213 | 20 | 10 | 2 | 245 | 369 | 57.7 | 5.4 | 2.7 | 0.5 | 66.4 |
| TECHNICIANS | 11 | 2 | 1 | 0 | 14 | 31 | 35.5 | 6.5 | 3.2 | 0.0 | 45.2 |
| PROTECTIVE SERV | 33 | 1 | 1 | 0 | 35 | 38 | 86.8 | 2.6 | 2.6 | 0.0 | 92.1 |
| PARA-PROF. | 1 | 1 | 0 | 0 | 2 | 24 | 4.2 | 4.2 | 0.0 | 0.0 | 8.3 |
| OFFICE CLERICAL | 6 | 10 | 1 | 1 | 18 | 235 | 2.6 | 4.3 | 0.4 | 0.4 | 7.7 |
| SKILLED CRAFT | 0 | 4 | 1 | 0 | 5 | 5 | 0.0 | 80.0 | 20.0 | 0.0 | 100.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 318 | 42 | 16 | 5 | 381 | 781 | 40.7 | 5.4 | 2.0 | 0.6 | 48.8 |

EMPLOYEE STATUS: MALE - OPS
DEPARTMENT: 46 - INSURANCE

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: MALE - NEW HIRE
DEPARTMENT: 46 - INSURANCE

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 4 | 1 | 0 | 0 | 5 | 7 | 57.1 | 14.3 | 0.0 | 0.0 | 71.4 |
| PROFESSIONALS | 31 | 5 | 3 | 0 | 39 | 56 | 55.4 | 8.9 | 5.4 | 0.0 | 69.6 |
| TECHNICIANS | 2 | 0 | 0 | 0 | 2 | 5 | 40.0 | 0.0 | 0.0 | 0.0 | 40.0 |
| PROTECTIVE SERV | 2 | 0 | 0 | 0 | 2 | 2 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PARA-PROF. | 2 | 0 | 0 | 0 | 2 | 4 | 50.0 | 0.0 | 0.0 | 0.0 | 50.0 |
| OFFICE CLERICAL | 4 | 1 | 0 | 1 | 6 | 54 | 7.4 | 1.9 | 0.0 | 1.9 | 11.1 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 45 | 7 | 3 | 1 | 56 | 128 | 35.2 | 5.5 | 2.3 | 0.8 | 43.8 |

EMPLOYEE STATUS: MALE - FULL TIME
DEPARTMENT: 47 - COMMERCE

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 11 | 0 | 0 | 0 | 11 | 13 | 84.6 | 0.0 | 0.0 | 0.0 | 84.6 |
| PROFESSIONALS | 51 | 6 | 2 | 0 | 59 | 118 | 43.2 | 5.1 | 1.7 | 0.0 | 50.0 |
| TECHNICIANS | 2 | 0 | 0 | 0 | 2 | 5 | 40.0 | 0.0 | 0.0 | 0.0 | 40.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 2 | 0 | 0 | 0 | 2 | 6 | 33.3 | 0.0 | 0.0 | 0.0 | 33.3 |
| OFFICE CLERICAL | 3 | 1 | 0 | 0 | 4 | 62 | 4.8 | 1.6 | 0.0 | 0.0 | 6.5 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 3 | 1 | 0 | 0 | 4 | 9 | 33.3 | 11.1 | 0.0 | 0.0 | 44.4 |
| TOTALS: | 72 | 8 | 2 | 0 | 82 | 213 | 33.8 | 3.8 | 0.9 | 0.0 | 38.5 |

EMPLOYEE STATUS: MALE - OPS
DEPARTMENT: 47 - COMMERCE

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: MALE - NEW HIRE
DEPARTMENT: 47 - COMMERCE

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 6 | 1 | 0 | 3 | 10 | 10 | 60.0 | 10.0 | 0.0 | 30.0 | 100.0 |
| PROFESSIONALS | 10 | 0 | 0 | 0 | 10 | 21 | 47.6 | 0.0 | 0.0 | 0.0 | 47.6 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 9 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 16 | 1 | 0 | 3 | 20 | 41 | 39.0 | 2.4 | 0.0 | 7.3 | 48.8 |

EMPLOYEE STATUS: MALE - FULL TIME
DEPARTMENT: 48 - EDUCATION

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 28 | 3 | 0 | 0 | 31 | 45 | 62.2 | 6.7 | 0.0 | 0.0 | 68.9 |
| PROFESSIONALS | 324 | 33 | 5 | 3 | 365 | 751 | 43.1 | 4.4 | 0.7 | 0.4 | 48.6 |
| TECHNICIANS | 39 | 6 | 1 | 1 | 47 | 75 | 52.0 | 8.0 | 1.3 | 1.3 | 62.7 |
| PROTECTIVE SERV | 3 | 1 | 0 | 0 | 4 | 4 | 75.0 | 25.0 | 0.0 | 0.0 | 100.0 |
| PARA-PROF. | 21 | 18 | 0 | 1 | 40 | 197 | 10.7 | 9.1 | 0.0 | 0.5 | 20.3 |
| OFFICE CLERICAL | 11 | 16 | 0 | 0 | 27 | 405 | 2.7 | 4.0 | 0.0 | 0.0 | 6.7 |
| SKILLED CRAFT | 29 | 1 | 0 | 0 | 30 | 32 | 90.6 | 3.1 | 0.0 | 0.0 | 93.8 |
| SERVICE MAINT. | 8 | 21 | 2 | 0 | 31 | 94 | 8.5 | 22.3 | 2.1 | 0.0 | 33.0 |
| TOTALS: | 463 | 99 | 8 | 5 | 575 | 1,603 | 28.9 | 6.2 | 0.5 | 0.3 | 35.9 |

EMPLOYEE STATUS: MALE - OPS
DEPARTMENT: 48 - EDUCATION

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: MALE - NEW HIRE
DEPARTMENT: 48 - EDUCATION

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 2 | 2 | 3 | 0.0 | 0.0 | 0.0 | 66.7 | 66.7 |
| PROFESSIONALS | 16 | 1 | 1 | 1 | 19 | 52 | 30.8 | 1.9 | 1.9 | 1.9 | 36.5 |
| TECHNICIANS | 4 | 0 | 0 | 0 | 4 | 11 | 36.4 | 0.0 | 0.0 | 0.0 | 36.4 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 6 | 4 | 0 | 2 | 12 | 40 | 15.0 | 10.0 | 0.0 | 5.0 | 30.0 |
| OFFICE CLERICAL | 5 | 5 | 0 | 0 | 10 | 52 | 9.6 | 9.6 | 0.0 | 0.0 | 19.2 |
| SKILLED CRAFT | 1 | 0 | 0 | 0 | 1 | 1 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| SERVICE MAINT. | 8 | 2 | 1 | 0 | 11 | 17 | 47.1 | 11.8 | 5.9 | 0.0 | 64.7 |
| TOTALS: | 40 | 12 | 2 | 5 | 59 | 176 | 22.7 | 6.8 | 1.1 | 2.8 | 33.5 |

EMPLOYEE STATUS: MALE - FULL TIME
DEPARTMENT: 51 - ADMINISTRATION

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 16 | 3 | 0 | 0 | 19 | 29 | 55.2 | 10.3 | 0.0 | 0.0 | 65.5 |
| PROFESSIONALS | 107 | 13 | 0 | 1 | 121 | 260 | 41.2 | 5.0 | 0.0 | 0.4 | 46.5 |
| TECHNICIANS | 18 | 3 | 0 | 0 | 21 | 38 | 47.4 | 7.9 | 0.0 | 0.0 | 55.3 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 3 | 1 | 0 | 0 | 4 | 40 | 7.5 | 2.5 | 0.0 | 0.0 | 10.0 |
| OFFICE CLERICAL | 5 | 3 | 0 | 0 | 8 | 99 | 5.1 | 3.0 | 0.0 | 0.0 | 8.1 |
| SKILLED CRAFT | 4 | 0 | 0 | 0 | 4 | 4 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 153 | 23 | 0 | 1 | 177 | 470 | 32.6 | 4.9 | 0.0 | 0.2 | 37.7 |

EMPLOYEE STATUS: MALE - OPS
DEPARTMENT: 51 - ADMINISTRATION

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: MALE - NEW HIRE
DEPARTMENT: 51 - ADMINISTRATION

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 6 | 1 | 1 | 0 | 8 | 14 | 42.9 | 7.1 | 7.1 | 0.0 | 57.1 |
| TECHNICIANS | 2 | 0 | 0 | 0 | 2 | 3 | 66.7 | 0.0 | 0.0 | 0.0 | 66.7 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 2 | 0 | 0 | 0 | 2 | 6 | 33.3 | 0.0 | 0.0 | 0.0 | 33.3 |
| OFFICE CLERICAL | 3 | 1 | 0 | 1 | 5 | 23 | 13.0 | 4.3 | 0.0 | 4.3 | 21.7 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 13 | 2 | 1 | 1 | 17 | 47 | 27.7 | 4.3 | 2.1 | 2.1 | 36.2 |

EMPLOYEE STATUS: MALE - FULL TIME
DEPARTMENT: 52 - COMMUNITY AFFAIRS

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 16 | 0 | 0 | 0 | 16 | 22 | 72.7 | 0.0 | 0.0 | 0.0 | 72.7 |
| PROFESSIONALS | 87 | 13 | 1 | 1 | 102 | 179 | 48.6 | 7.3 | 0.6 | 0.6 | 57.0 |
| TECHNICIANS | 6 | 0 | 0 | 0 | 6 | 9 | 66.7 | 0.0 | 0.0 | 0.0 | 66.7 |
| PROTECTIVE SERV | 4 | 1 | 0 | 0 | 5 | 5 | 80.0 | 20.0 | 0.0 | 0.0 | 100.0 |
| PARA-PROF. | 0 | 0. | 0 | 0 | 0 | 8 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 1 | 0 | 0 | 0 | 1 | 52 | 1.9 | 0.0 | 0.0 | 0.0 | 1.9 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 114 | 14 | 1 | 1 | 130 | 275 | 41.5 | 5.1 | 0.4 | 0.4 | 47.3 |

EMPLOYEE STATUS: MALE - OPS
DEPARTMENT: 52 - COMMUNITY AFFAIRS

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: MALE - NEW HIRE
DEPARTMENT: 52 - COMMUNITY AFFAIRS

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 5 | 0 | 0 | 0 | 5 | 7 | 71.4 | 0.0 | 0.0 | 0.0 | 71.4 |
| PROFESSIONALS | 9 | 2 | 0 | 1 | 12 | 23 | 39.1 | 8.7 | 0.0 | 4.3 | 52.2 |
| TECHNICIANS | 1 | 0 | 0 | 0 | 1 | 1 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROTECTIVE SERV | 0. | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0. | 0 | 0 | 0 | 2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 1 | 0 | 0 | 1 | 16 | 0.0 | 6.3 | 0.0 | 0.0 | 6.3 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 15 | 3 | 0 | 1 | 19 | 49 | 30.6 | 6.1 | 0.0 | 2.0 | 38.8 |

EMPLOYEE STATUS: MALE - FULL TIME
DEPARTMENT: 53 - BUSINESS REGULATION

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 25 | 1 | 2 | 0 | 28 | 39 | 64.1 | 2.6 | 5.1 | 0.0 | 71.8 |
| PROFESSIONALS | 136 | 11 | 14 | 1 | 162 | 238 | 57.1 | 4.6 | 5.9 | 0.4 | 68.1 |
| TECHNICIANS | 17 | 0 | 1 | 0 | 18 | 25 | 68.0 | 0.0 | 4.0 | 0.0 | 72.0 |
| PROTECTIVE SERV | 89 | 13 | 4 | 0 | 106 | 119 | 74.8 | 10.9 | 3.4 | 0.0 | 89.1 |
| PARA-PROF. | 7 | 0 | 1 | 0 | 8 | 20 | 35.0 | 0.0 | 5.0 | 0.0 | 40.0 |
| OFFICE CLERICAL | 7 | 1 | 0 | 0 | 8 | 169 | 4.1 | 0.6 | 0.0 | 0.0 | 4.7 |
| SKILLED CRAFT | 1 | 1 | 0 | 0 | 2 | 3 | 33.3 | 33.3 | 0.0 | 0.0 | 66.7 |
| SERVICE MAINT. | 1 | 0 | 1 | 1 | 3 | 5 | 20.0 | 0.0 | 20.0 | 20.0 | 60.0 |
| TOTALS: | 283 | 27 | 23 | 2 | 335 | 618 | 45.8 | 4.4 | 3.7 | 0.3 | 54.2 |

EMPLOYEE STATUS: MALE - OPS
DEPARTMENT: 53 - BUSINESS REGULATION

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: MALE - NEW HIRE
DEPARTMENT: 53 - BUSINESS REGULATION

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 4 | 0 | 0 | 0 | 4 | 4 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSIONALS | 7 | 0 | 1 | 1 | 9 | 20 | 35.0 | 0.0 | 5.0 | 5.0 | 45.0 |
| TECHNICIANS | 2 | 0 | 0 | 0 | 2 | 2 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROTECTIVE SERV | 3 | 0 | 2 | 0 | 5 | 5 | 60.0 | 0.0 | 40.0 | 0.0 | 100.0 |
| PARA-PROF. | 3 | 0 | 0 | 0 | 3 | 4 | 75.0 | 0.0 | 0.0 | 0.0 | 75.0 |
| OFFICE CLERICAL | 1 | 1 | 2 | 0 | 4 | 33 | 3.0 | 3.0 | 6.1 | 0.0 | 12.1 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 1 | 1 | 1 | 0 | 3 | 3 | 33.3 | 33.3 | 33.3 | 0.0 | 100.0 |
| TOTALS: | 21 | 2 | 6 | 1 | 30 | 71 | 29.6 | 2.8 | 8.5 | 1.4 | 42.3 |

EMPLOYEE STATUS: MALE - FULL TIME
DEPARTMENT: 54 - LABOR & EMPLOYMENT SECURITY

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 71 | 7 | 1 | 0 | 79 | 103 | 68.9 | 6.8 | 1.0 | 0.0 | 76.7 |
| PROFESSIONALS | 948 | 192 | 33 | 8 | 1,181 | 2,767 | 34.3 | 6.9 | 1.2 | 0.3 | 42.7 |
| TECHNICIANS | 33 | 3 | 0 | 0 | 36 | 96 | 34.4 | 3.1 | 0.0 | 0.0 | 37.5 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 4 | 11 | 2 | 0 | 17 | 124 | 3.2 | 8.9 | 1.6 | 0.0 | 13.7 |
| OFFICE CLERICAL | 25 | 23 | 0 | 1 | 49 | 940 | 2.7 | 2.4 | 0.0 | 0.1 | 5.2 |
| SKILLED CRAFT | 6 | 2 | 0 | 0 | 8 | 11 | 54.5 | 18.2 | 0.0 | 0.0 | 72.7 |
| SERVICE MAINT. | 2 | 13 | 0 | 0 | 15 | 20 | 10.0 | 65.0 | 0.0 | 0.0 | 75.0 |
| TOTALS: | 1,089 | 251 | 36 | 9 | 1,385 | 4,061 | 26.8 | 6.2 | 0.9 | 0.2 | 34.1 |

EMPLOYEE STATUS: MALE - OPS
DEPARTMENT: 54 - LABOR & EMPLOYMENT SECURITY

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: MALE - NEW HIRE
DEPARTMENT: 54 - LABOR & EMPLOYMENT SECURITY

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 2 | 0 | 1 | 2 | 5 | 7 | 28.6 | 0.0 | 14.3 | 28.6 | 71.4 |
| PROFESSIONALS | 50 | 4 | 5 | 9 | 68 | 134 | 37.3 | 3.0 | 3.7 | 6.7 | 50.7 |
| TECHNICIANS | 5 | 0 | 0 | 0 | 5 | 7 | 71.4 | 0.0 | 0.0 | 0.0 | 71.4 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 4 | 1 | 0 | 0 | 5 | 17 | 23.5 | 5.9 | 0.0 | 0.0 | 29.4 |
| OFFICE CLERICAL | 4 | 5 | 0 | 7 | 16 | 122 | 3.3 | 4.1 | 0.0 | 5.7 | 13.1 |
| SKILLED CRAFT | 1 | 0 | 0 | 0 | 1 | 1 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| SERVICE MAINT. | 0 | 2 | 0 | 0 | 2 | 2 | 0.0 | 100.0 | 0.0 | 0.0 | 100.0 |
| TOTALS: | 66 | 12 | 6 | 18 | 102 | 290 | 22.8 | 4.1 | 2.1 | 6.2 | 35.2 |

EMPLOYEE STATUS: MALE - FULL TIME
DEPARTMENT: 55 - TRANSPORTATION

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 32 | 0 | 3 | 0 | 35 | 38 | 84.2 | 0.0 | 7.9 | 0.0 | 92.1 |
| PROFESSIONALS | 1,942 | 84 | 88 | 54 | 2,168 | 2,511 | 77.3 | 3.3 | 3.5 | 2.2 | 86.3 |
| TECHNICIANS | 918 | 130 | 60 | 51 | 1,159 | 1,408 | 65.2 | 9.2 | 4.3 | 3.6 | 82.3 |
| PROTECTIVE SERV | 66 | 14 | 2 | 1 | 83 | 88 | 75.0 | 15.9 | 2.3 | 1.1 | 94.3 |
| PARA-PROF. | 4 | 3 | 0. | 0. | 7 | 81 | 4.9 | 3.7 | 0.0 | 0.0 | 8.6 |
| OFFICE CLERICAL | 174 | 30 | 4 | 6 | 214 | 1,232 | 14.1 | 2.4 | 0.3 | 0.5 | 17.4 |
| SKILLED CRAFT | 510 | 107 | 10 | 19 | 646 | 652 | 78.2 | 16.4 | 1.5 | 2.9 | 99.1 |
| SERVICE MAINT. | 1,095 | 560 | 49 | 42 | 1,746 | 1,896 | 57.8 | 29.5 | 2.6 | 2.2 | 92.1 |
| TOTALS: | 4,741 | 928 | 216 | 173 | 6,058 | 7,906 | 60.0 | 11.7 | 2.7 | 2.2 | 76.6 |

EMPLOYEE STATUS: MALE - OPS
DEPARTMENT: 55 - TRANSPORTATION

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 1 | 0 | 0 | 0 | 1 | 1 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 1 | 0 | 0 | 0 | 1 | 1 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 2 | 0 | 0 | 0 | 2 | 4 | 50.0 | 0.0 | 0.0 | 0.0 | 50.0 |

EMPLOYEE STATUS: MALE - NEW HIRE
DEPARTMENT: 55 - TRANSPORTATION

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 1 | 0 | 0 | 0 | 1 | 1 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSIONALS | 111 | 8 | 12 | 9 | 140 | 167 | 66.5 | 4.8 | 7.2 | 5.4 | 83.8 |
| TECHNICIANS | 76 | 22 | 15 | 12 | 125 | 158 | 48.1 | 13.9 | 9.5 | 7.6 | 79.1 |
| PROTECTIVE SERV | 5 | 0 | 0 | 0 | 5 | 6 | 83.3 | 0.0 | 0.0 | 0.0 | 83.3 |
| PARA-PROF. | 1 | 1 | 0 | 2. | 4 | 23 | 4.3 | 4.3 | 0.0 | 8.7 | 17.4 |
| OFFICE CLERICAL | 40 | 6 | 2 | 1 | 49 | 268 | 14.9 | 2.2 | 0.7 | 0.4 | 18.3 |
| SKILLED CRAFT | 27 | 0 | 1 | 3 | 31 | 31 | 87.1 | 0.0 | 3.2 | 9.7 | 100.0 |
| SERVICE MAINT. | 114 | 103 | 13 | 25 | 255 | 305 | 37.4 | 33.8 | 4.3 | 8.2 | 83.6 |
| TOTALS: | 375 | 140 | 43 | 52 | 610 | 959 | 39.1 | 14.6 | 4.5 | 5.4 | 63.6 |

EMPLOYEE STATUS: MALE - FULL TIME
DEPARTMENT: 56 - ENVIRONMENTAL REGULATION

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 31 | 0 | 0 | 1 | 32 | 47 | 66.0 | 0.0 | 0.0 | 2.1 | 68.1 |
| PROFESSIONALS | 445 | 9 | 2 | 27 | 483 | 635 | 70.1 | 1.4 | 0.3 | 4.3 | 76.1 |
| TECHNICIANS | 25 | 3 | 1 | 0 | 29 | 46 | 54.3 | 6.5 | 2.2 | 0.0 | 63.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 2 | 0 | 0 | 0 | 2 | 11 | 18.2 | 0.0 | 0.0 | 0.0 | 18.2 |
| OFFICE CLERICAL | 6 | 1 | 0 | 0 | 7 | 187 | 3.2 | 0.5 | 0.0 | 0.0 | 3.7 |
| SKILLED CRAFT | 4 | 0 | 0 | 0 | 4 | 5 | 80.0 | 0.0 | 0.0 | 0.0 | 80.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 513 | 13 | 3 | 28 | 557 | 931 | 55.1 | 1.4 | 0.3 | 3.0 | 59.8 |

EMPLOYEE STATUS: MALE - OPS
DEPARTMENT: 56 - ENVIRONMENTAL REGULATION

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: MALE - NEW HIRE
DEPARTMENT: 56 - ENVIRONMENTAL REGULATION

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 12 | 0 | 0 | 0 | 12 | 14 | 85.7 | 0.0 | 0.0 | 0.0 | 85.7 |
| PROFESSIONALS | 56 | 2 | 3 | 7 | 68 | 94 | 59.6 | 2.1 | 3.2 | 7.4 | 72.3 |
| TECHNICIANS | 6 | 1 | 0 | 0 | 7 | 9 | 66.7 | 11.1 | 0.0 | 0.0 | 77.8 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 4 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 1 | 2 | 0 | 1 | 4 | 38 | 2.6 | 5.3 | 0.0 | 2.6 | 10.5 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 75 | 5 | 3 | 8 | 91 | 159 | 47.2 | 3.1 | 1.9 | 5.0 | 57.2 |

EMPLOYEE STATUS: MALE - FULL TIME
DEPARTMENT: 57 - CITRUS

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 15 | 0 | 0 | 0 | 15 | 22 | 68.2 | 0.0 | 0.0 | 0.0 | 68.2 |
| PROFESSIONALS | 43 | 0 | 0 | 2 | 45 | 60 | 71.7 | 0.0 | 0.0 | 3.3 | 75.0 |
| TECHNICIANS | 5 | 1 | 0 | 0 | 6 | 8 | 62.5 | 12.5 | 0.0 | 0.0 | 75.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 2 | 0 | 0 | 0 | 2 | 29 | 6.9 | 0.0 | 0.0 | 0.0 | 6.9 |
| SKILLED CRAFT | 4 | 1 | 0 | 0 | 5 | 5 | 80.0 | 20.0 | 0.0 | 0.0 | 100.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 69 | 2 | 0 | 2 | 73 | 129 | 53.5 | 1.6 | 0.0 | 1.6 | 56.6 |

EMPLOYEE STATUS: MALE - OPS
DEPARTMENT: 57 - CITRUS

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: MALE - NEW HIRE
DEPARTMENT: 57 - CITRUS

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 2 | 0 | 0 | 0 | 2 | 2 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSIONALS | 2 | 0 | 0 | 0 | 2 | 4 | 50.0 | 0.0 | 0.0 | 0.0 | 50.0 |
| TECHNICIANS | 1 | 0 | 0 | 0 | 1 | 3 | 33.3 | 0.0 | 0.0 | 0.0 | 33.3 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 5 | 0 | 0 | 0 | 5 | 13 | 38.5 | 0.0 | 0.0 | 0.0 | 38.5 |

EMPLOYEE STATUS: MALE - FULL TIME
DEPARTMENT: 58 - PROFESSIONAL REGULATION

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 22 | 3 | 0 | 1 | 26 | 44 | 50.0 | 6.8 | 0.0 | 2.3 | 59.1 |
| PROFESSIONALS | 100 | 7 | 1 | 2 | 110 | 190 | 52.6 | 3.7 | 0.5 | 1.1 | 57.9 |
| TECHNICIANS | 2 | 1 | 0 | 0 | 3 | 6 | 33.3 | 16.7 | 0.0 | 0.0 | 50.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 1 | 0 | 0 | 0 | 1 | 13 | 7.7 | 0.0 | 0.0 | 0.0 | 7.7 |
| OFFICE CLERICAL | 6 | 5 | 1 | 0 | 12 | 217 | 2.8 | 2.3 | 0.5 | 0.0 | 5.5 |
| SKILLED CRAFT | 1 | 1 | 0 | 0 | 2 | 2 | 50.0 | 50.0 | 0.0 | 0.0 | 100.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 132 | 17 | 2 | 3 | 154 | 472 | 28.0 | 3.6 | 0.4 | 0.6 | 32.6 |

EMPLOYEE STATUS: MALE - OPS
DEPARTMENT: 58 - PROFESSIONAL REGULATION

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 1 | 1 | 0 | 0 | 2 | 4 | 25.0 | 25.0 | 0.0 | 0.0 | 50.0 |
| TECHNICIANS | 1 | 0 | 0 | 0 | 1 | 1 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 1 | 0 | 1 | 1 | 0.0 | 0.0 | 100.0 | 0.0 | 100.0 |
| OFFICE CLERICAL | 12 | 5 | 0 | 1 | 18 | 94 | 12.8 | 5.3 | 0.0 | 1.1 | 19.1 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 14 | 6 | 1 | 1 | 22 | 100 | 14.0 | 6.0 | 1.0 | 1.0 | 22.0 |

EMPLOYEE STATUS: MALE - NEW HIRE
DEPARTMENT: 58 - PROFESSIONAL REGULATION

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 6 | 0 | 0 | 0 | 6 | 8 | 75.0 | 0.0 | 0.0 | 0.0 | 75.0 |
| PROFESSIONALS | 6 | 1 | 1 | 0 | 8 | 14 | 42.9 | 7.1 | 7.1 | 0.0 | 57.1 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 3 | 3 | 0 | 0 | 6 | 43 | 7.0 | 7.0 | 0.0 | 0.0 | 14.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 15 | 4 | 1 | 0 | 20 | 65 | 23.1 | 6.2 | 1.5 | 0.0 | 30.8 |

EMPLOYEE STATUS: MALE - FULL TIME
DEPARTMENT: 60 - HEALTH & REHABILITATIVE SERV

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 242 | 14 | 71 | 43 | 370 | 529 | 45.7 | 2.6 | 13.4 | 8.1 | 69.9 |
| PROFESSIONALS | 3,463 | 778 | 242 | 44 | 4,527 | 13,749 | 25.2 | 5.7 | 1.8 | 0.3 | 32.9 |
| TECHNICIANS | 191 | 19 | 14 | 2 | 226 | 827 | 23.1 | 2.3 | 1.7 | 0.2 | 27.3 |
| PROTECTIVE SERV | 140 | 95 | 17 | 0 | 252 | 313 | 44.7 | 30.4 | 5.4 | 0.0 | 80.5 |
| PARA-PROF. | 616 | 1,202 | 57 | 12 | 1,887 | 7,200 | 8.6 | 16.7 | 0.8 | 0.2 | 26.2 |
| OFFICE CLERICAL | 137 | 62 | 38 | 8 | 245 | 5,927 | 2.3 | 1.0 | 0.6 | 0.1 | 4.1 |
| SKILLED CRAFT | 395 | 52 | 9 | 1 | 457 | 492 | 80.3 | 10.6 | 1.8 | 0.2 | 92.9 |
| SERVICE MAINT. | 227 | 375 | 14 | 1 | 617 | 1,524 | 14.9 | 24.6 | 0.9 | 0.1 | 40.5 |
| TOTALS: | 5,411 | 2,597 | 462 | 111 | 8,581 | 30,561 | 17.7 | 8.5 | 1.5 | 0.4 | 28.1 |

EMPLOYEE STATUS: MALE - OPS
DEPARTMENT: 60 - HEALTH & REHABILITATIVE SERV

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: MALE - NEW HIRE
DEPARTMENT: 60 - HEALTH & REHABILITATIVE SERV

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 28 | 2 | 3 | 4 | 37 | 57 | 49.1 | 3.5 | 5.3 | 7.0 | 64.9 |
| PROFESSIONALS | 510 | 138 | 46 | 12 | 706 | 2,113 | 24.1 | 6.5 | 2.2 | 0.6 | 33.4 |
| TECHNICIANS | 56 | 5 | 1 | 2 | 64 | 140 | 40.0 | 3.6 | 0.7 | 1.4 | 45.7 |
| PROTECTIVE SERV | 11 | 7 | 2 | 0 | 20 | 22 | 50.0 | 31.8 | 9.1 | 0.0 | 90.9 |
| PARA-PROF. | 175 | 259 | 19 | 8 | 461 | 1,226 | 14.3 | 21.1 | 1.5 | 0.7 | 37.6 |
| OFFICE CLERICAL | 49 | 20 | 5 | 14 | 88 | 1,386 | 3.5 | 1.4 | 0.4 | 1.0 | 6.3 |
| SKILLED CRAFT | 39 | 2 | 1 | 3 | 45 | 47 | 83.0 | 4.3 | 2.1 | 6.4 | 95.7 |
| SERVICE MAINT. | 54 | 46 | 4 | 4 | 108 | 213 | 25.4 | 21.6 | 1.9 | 1.9 | 50.7 |
| TOTALS: | 922 | 479 | 81 | 47 | 1,529 | 5,204 | 17.7 | 9.2 | 1.6 | 0.9 | 29.4 |

EMPLOYEE STATUS: MALE - FULL TIME
DEPARTMENT: 61 - PUBLIC SERVICE COMMISSION

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 49 | 1 | 0 | 0 | 50 | 74 | 66.2 | 1.4 | 0.0 | 0.0 | 67.6 |
| PROFESSIONALS | 79 | 11 | 1 | 1 | 92 | 166 | 47.6 | 6.6 | 0.6 | 0.6 | 55.4 |
| TECHNICIANS | 3 | 1 | 0 | 0 | 4 | 6 | 50.0 | 16.7 | 0.0 | 0.0 | 66.7 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 4 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 2 | 2 | 0 | 0 | 4 | 56 | 3.6 | 3.6 | 0.0 | 0.0 | 7.1 |
| SKILLED CRAFT | 0 | 2 | 0 | 0 | 2 | 2 | 0.0 | 100.0 | 0.0 | 0.0 | 100.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 133 | 17 | 1 | 1 | 152 | 308 | 43.2 | 5.5 | 0.3 | 0.3 | 49.4 |

EMPLOYEE STATUS: MALE - OPS
DEPARTMENT: 61 - PUBLIC SERVICE COMMISSION

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: MALE - NEW HIRE
DEPARTMENT: 61 - PUBLIC SERVICE COMMISSION

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 2 | 0 | 0 | 0 | 2 | 4 | 50.0 | 0.0 | 0.0 | 0.0 | 50.0 |
| PROFESSIONALS | 12 | 3 | 1 | 3 | 19 | 23 | 52.2 | 13.0 | 4.3 | 13.0 | 82.6 |
| TECHNICIANS | 1 | 0 | 0 | 0 | 1 | 1 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 15 | 3 | 1 | 3 | 22 | 35 | 42.9 | 8.6 | 2.9 | 8.6 | 62.9 |

EMPLOYEE STATUS: MALE - FULL TIME
DEPARTMENT: 62 - MILITARY AFFAIRS

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 5 | 0 | 0 | 0 | 5 | 7 | 71.4 | 0.0 | 0.0 | 0.0 | 71.4 |
| PROFESSIONALS | 14 | 0 | 0 | 0 | 14 | 30 | 46.7 | 0.0 | 0.0 | 0.0 | 46.7 |
| TECHNICIANS | 4 | 0 | 0 | 0 | 4 | 7 | 57.1 | 0.0 | 0.0 | 0.0 | 57.1 |
| PROTECTIVE SERV | 11 | 3 | 0 | 0 | 14 | 16 | 68.8 | 18.8 | 0.0 | 0.0 | 87.5 |
| PARA-PROF. | 1 | 0 | 0 | 0 | 1 | 11 | 9.1 | 0.0 | 0.0 | 0.0 | 9.1 |
| OFFICE CLERICAL | 4 | 0 | 0 | 0 | 4 | 27 | 14.8 | 0.0 | 0.0 | 0.0 | 14.8 |
| SKILLED CRAFT | 30 | 9 | 0 | 0 | 39 | 40 | 75.0 | 22.5 | 0.0 | 0.0 | 97.5 |
| SERVICE MAINT. | 4 | 14 | 0 | 0 | 18 | 23 | 17.4 | 60.9 | 0.0 | 0.0 | 78.3 |
| TOTALS: | 73 | 26 | 0 | 0 | 99 | 161 | 45.3 | 16.1 | 0.0 | 0.0 | 61.5 |

EMPLOYEE STATUS: MALE - OPS
DEPARTMENT: 62 - MILITARY AFFAIRS

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: MALE - NEW HIRE
DEPARTMENT: 62 - MILITARY AFFAIRS

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 2 | 0 | 0 | 0 | 2 | 3 | 66.7 | 0.0 | 0.0 | 0.0 | 66.7 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 2 | 1 | 0 | 0 | 3 | 4 | 50.0 | 25.0 | 0.0 | 0.0 | 75.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 1 | 0 | 0 | 0 | 1 | 11 | 9.1 | 0.0 | 0.0 | 0.0 | 9.1 |
| SKILLED CRAFT | 2 | 0 | 0 | 0 | 2 | 2 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| SERVICE MAINT. | 3 | 6 | 0 | 1 | 10 | 10 | 30.0 | 60.0 | 0.0 | 10.0 | 100.0 |
| TOTALS: | 10 | 7 | 0 | 1 | 18 | 31 | 32.3 | 22.6 | 0.0 | 3.2 | 58.1 |



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EMPLOYEE STATUS: MALE - FULL TIME
DEPARTMENT: 66 - COMMISSION ON ETHICS

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: MALE - OPS
DEPARTMENT: 66 - COMMISSION ON ETHICS

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: MALE - NEW HIRE
DEPARTMENT: 66 - COMMISSION ON ETHICS

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: MALE - FULL TIME
DEPARTMENT: 70 - CORRECTIONS

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 79 | 4 | 4 | 7 | 94 | 104 | 76.0 | 3.8 | 3.8 | 6.7 | 90.4 |
| PROFESSIONALS | 1,619 | 298 | 43 | 28 | 1,988 | 3,009 | 53.8 | 9.9 | 1.4 | 0.9 | 66.1 |
| TECHNICIANS | 111 | 11 | 14 | 7 | 143 | 283 | 39.2 | 3.9 | 4.9 | 2.5 | 50.5 |
| PROTECTIVE SERV | 3,826 | 882 | 98 | 14 | 4,820 | 5,768 | 66.3 | 15.3 | 1.7 | 0.2 | 83.6 |
| PARA-PROF. | 11 | 1 | 1 | 0 | 13 | 217 | 5.1 | 0.5 | 0.5 | 0.0 | 6.0 |
| OFFICE CLERICAL | 16 | 6 | 1 | 4 | 27 | 921 | 1.7 | 0.7 | 0.1 | 0.4 | 2.9 |
| SKILLED CRAFT | 230 | 10 | 2 | 1 | 243 | 245 | 93.9 | 4.1 | 0.8 | 0.4 | 99.2 |
| SERVICE MAINT. | 6 | 5 | 0 | 0 | 11 | 18 | 33.3 | 27.8 | 0.0 | 0.0 | 61.1 |
| TOTALS: | 5,898 | 1,217 | 163 | 61 | 7,339 | 10,565 | 55.8 | 11.5 | 1.5 | 0.6 | 69.5 |

EMPLOYEE STATUS: MALE - OPS
DEPARTMENT: 70 - CORRECTIONS

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 2 | 0 | 0 | 0 | 2 | 3 | 66.7 | 0.0 | 0.0 | 0.0 | 66.7 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 1 | 0 | 0 | 0 | 1 | 7 | 14.3 | 0.0 | 0.0 | 0.0 | 14.3 |
| SKILLED CRAFT | 3 | 0 | 0 | 0 | 3 | 4 | 75.0 | 0.0 | 0.0 | 0.0 | 75.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 6 | 0 | 0 | 0 | 6 | 21 | 28.6 | 0.0 | 0.0 | 0.0 | 28.6 |

EMPLOYEE STATUS: MALE - NEW HIRE
DEPARTMENT: 70 - CORRECTIONS

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 13 | 2 | 2 | 3 | 20 | 22 | 59.1 | 9.1 | 9.1 | 13.6 | 90.9 |
| PROFESSIONALS | 181 | 34 | 9 | 5 | 229 | 423 | 42.8 | 8.0 | 2.1 | 1.2 | 54.1 |
| TECHNICIANS | 21 | 3 | 5 | 2 | 31 | 70 | 30.0 | 4.3 | 7.1 | 2.9 | 44.3 |
| PROTECTIVE SERV | 770 | 253 | 61 | 9 | 1,093 | 1,429 | 53.9 | 17.7 | 4.3 | 0.6 | 76.5 |
| PARA-PROF. | 2 | 1 | 0 | 0 | 3 | 57 | 3.5 | 1.8 | 0.0 | 0.0 | 5.3 |
| OFFICE CLERICAL | 9 | 3 | 2 | 3 | 17 | 285 | 3.2 | 1.1 | 0.7 | 1.1 | 6.0 |
| SKILLED CRAFT | 37 | 2 | 0 | 0 | 39 | 41 | 90.2 | 4.9 | 0.0 | 0.0 | 95.1 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 1,033 | 298 | 79 | 22 | 1,432 | 2,327 | 44.4 | 12.8 | 3.4 | 0.9 | 61.5 |

EMPLOYEE STATUS: MALE - FULL TIME
DEPARTMENT: 71 - LAW ENFORCEMENT

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 44 | 4 | 0 | 0 | 48 | 57 | 77.2 | 7.0 | 0.0 | 0.0 | 84.2 |
| PROFESSIONALS | 159 | 9 | 0 | 2 | 165 | 334 | 46.1 | 2.7 | 0.0 | 0.6 | 49.4 |
| TECHNICIANS | 55 | 16 | 0 | 0 | 71 | 207 | 26.6 | 7.7 | 0.0 | 0.0 | 34.3 |
| PROTECTIVE SERV | 210 | 19 | 3 | 0 | 232 | 276 | 76.1 | 6.9 | 1.1 | 0.0 | 84.1 |
| PARA-PROF. | 3 | 1 | 0 | 0 | 4 | 13 | 23.1 | 7.7 | 0.0 | 0.0 | 30.8 |
| OFFICE CLERICAL | 3 | 1 | 0 | 0 | 4 | 100 | 3.0 | 1.0 | 0.0 | 0.0 | 4.0 |
| SKILLED CRAFT | 1 | 0 | 0 | 0 | 1 | 1 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 470 | 50 | 3 | 2 | 525 | 988 | 47.6 | 5.1 | 0.3 | 0.2 | 53.1 |

EMPLOYEE STATUS: MALE - OPS
DEPARTMENT: 71 - LAW ENFORCEMENT

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: MALE - NEW HIRE
DEPARTMENT: 71 - LAW ENFORCEMENT

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 20 | 1 | 0 | 0 | 21 | 26 | 76.9 | 3.8 | 0.0 | 0.0 | 80.8 |
| TECHNICIANS | 24 | 6 | 0 | 3 | 33 | 53 | 45.3 | 11.3 | 0.0 | 5.7 | 62.3 |
| PROTECTIVE SERV | 13 | 0 | 0 | 0 | 13 | 17 | 76.5 | 0.0 | 0.0 | 0.0 | 76.5 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 1 | 1 | 14 | 0.0 | 0.0 | 0.0 | 7.1 | 7.1 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 57 | 7 | 0 | 4 | 68 | 110 | 51.8 | 6.4 | 0.0 | 3.6 | 61.8 |

EMPLOYEE STATUS: MALE - FULL TIME
DEPARTMENT: 72 - GENERAL SERVICES

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 43 | 0 | 0 | 0 | 43 | 54 | 79.6 | 0.0 | 0.0 | 0.0 | 79.6 |
| PROFESSIONALS | 128 | 5 | 5 | 2 | 140 | 195 | 65.6 | 2.6 | 2.6 | 1.0 | 71.8 |
| TECHNICIANS | 43 | 3 | 0 | 1 | 47 | 67 | 64.2 | 4.5 | 0.0 | 1.5 | 70.1 |
| PROTECTIVE SERV | 69 | 30 | 0 | 0 | 99 | 113 | 61.1 | 26.5 | 0.0 | 0.0 | 87.6 |
| PARA-PROF. | 2 | 0 | 0 | 0 | 2 | 24 | 8.3 | 0.0 | 0.0 | 0.0 | 8.3 |
| OFFICE CLERICAL | 18 | 5 | 0 | 0 | 23 | 160 | 11.3 | 3.1 | 0.0 | 0.0 | 14.4 |
| SKILLED CRAFT | 63 | 13 | 0 | 0 | 76 | 76 | 82.9 | 17.1 | 0.0 | 0.0 | 100.0 |
| SERVICE MAINT. | 18 | 185 | 4 | 1 | 208 | 282 | 6.4 | 65.6 | 1.4 | 0.4 | 73.8 |
| TOTALS: | 384 | 241 | 9 | 4 | 638 | 971 | 39.5 | 24.8 | 0.9 | 0.4 | 65.7 |

EMPLOYEE STATUS: MALE - OPS
DEPARTMENT: 72 - GENERAL SERVICES

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: MALE - NEW HIRE
DEPARTMENT: 72 - GENERAL SERVICES

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 14 | 2 | 0 | 0 | 16 | 19 | 73.7 | 10.5 | 0.0 | 0.0 | 84.2 |
| TECHNICIANS | 5 | 0 | 0 | 0 | 5 | 8 | 62.5 | 0.0 | 0.0 | 0.0 | 62.5 |
| PROTECTIVE SERV | 20 | 8 | 0 | 2 | 30 | 34 | 58.8 | 23.5 | 0.0 | 5.9 | 88.2 |
| PARA-PROF. | 1 | 0 | 0 | 0 | 1 | 5 | 20.0 | 0.0 | 0.0 | 0.0 | 20.0 |
| OFFICE CLERICAL | 3 | 0 | 0 | 0 | 3 | 23 | 13.0 | 0.0 | 0.0 | 0.0 | 13.0 |
| SKILLED CRAFT | 8 | 0 | 0 | 0 | 8 | 8 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| SERVICE MAINT. | 8 | 21 | 0 | 0 | 29 | 32 | 25.0 | 65.6 | 0.0 | 0.0 | 90.6 |
| TOTALS: | 59 | 31 | 0 | 2 | 92 | 130 | 45.4 | 23.8 | 0.0 | 1.5 | 70.8 |

EMPLOYEE STATUS: MALE - FULL TIME
DEPARTMENT: 73 - REVENUE

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 38 | 1 | 0 | 1 | 40 | 48 | 79.2 | 2.1 | 0.0 | 2.1 | 83.3 |
| PROFESSIONALS | 418 | 30 | 20 | 12 | 480 | 718 | 58.2 | 4.2 | 2.8 | 1.7 | 66.9 |
| TECHNICIANS | 29 | 4 | 1 | 1 | 35 | 70 | 41.4 | 5.7 | 1.4 | 1.4 | 50.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 13 | 8 | 0 | 3 | 24 | 110 | 11.8 | 7.3 | 0.0 | 2.7 | 21.8 |
| OFFICE CLERICAL | 9 | 6 | 0 | 2 | 17 | 263 | 3.4 | 2.3 | 0.0 | 0.8 | 6.5 |
| SKILLED CRAFT | 1 | 1 | 0 | 0 | 2 | 2 | 50.0 | 50.0 | 0.0 | 0.0 | 100.0 |
| SERVICE MAINT. | 1 | 0 | 0 | 0 | 1 | 1 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| TOTALS: | 509 | 50 | 21 | 19 | 599 | 1,212 | 42.0 | 4.1 | 1.7 | 1.6 | 49.4 |

EMPLOYEE STATUS: MALE - OPS
DEPARTMENT: 73 - REVENUE

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: MALE - NEW HIRE
DEPARTMENT: 73 - REVENUE

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 2 | 0 | 0 | 0 | 2 | 2 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSIONALS | 38 | 5 | 10 | 21 | 74 | 96 | 39.6 | 5.2 | 10.4 | 21.9 | 77.1 |
| TECHNICIANS | 9 | 0 | 1 | 0 | 10 | 19 | 47.4 | 0.0 | 5.3 | 0.0 | 52.6 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 17 | 3 | 1 | 4 | 25 | 50 | 34.0 | 6.0 | 2.0 | 8.0 | 50.0 |
| OFFICE CLERICAL | 7 | 6 | 0 | 4 | 17 | 82 | 8.5 | 7.3 | 0.0 | 4.9 | 20.7 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 73 | 14 | 12 | 29 | 128 | 249 | 29.3 | 5.6 | 4.8 | 11.6 | 51.4 |

EMPLOYEE STATUS: MALE - FULL TIME
DEPARTMENT: 74 - NATURAL RESOURCES

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 62 | 1 | 0 | 0 | 63 | 73 | 84.9 | 1.4 | 0.0 | 0.0 | 86.3 |
| PROFESSIONALS | 272 | 5 | 2 | 2 | 281 | 394 | 69.0 | 1.3 | 0.5 | 0.5 | 71.3 |
| TECHNICIANS | 34 | 8 | 0 | 1 | 43 | 59 | 57.6 | 13.6 | 0.0 | 1.7 | 72.9 |
| PROTECTIVE SERV | 270 | 16 | 2 | 3 | 291 | 332 | 81.3 | 4.8 | 0.6 | 0.9 | 87.7 |
| PARA-PROF. | 8 | 1 | 0 | 2 | 11 | 31 | 25.8 | 3.2 | 0.0 | 6.5 | 35.5 |
| OFFICE CLERICAL | 4 | 3 | 0 | 2 | 9 | 225 | 1.8 | 1.3 | 0.0 | 0.9 | 4.0 |
| SKILLED CRAFT | 40 | 2 | 1 | 1 | 44 | 44 | 90.9 | 4.5 | 2.3 | 2.3 | 100.0 |
| SERVICE MAINT. | 373 | 39 | 7 | 11 | 430 | 509 | 73.3 | 7.7 | 1.4 | 2.2 | 84.5 |
| TOTALS: | 1,063 | 75 | 12 | 22 | 1,172 | 1,667 | 63.8 | 4.5 | 0.7 | 1.3 | 70.3 |

EMPLOYEE STATUS: MALE - OPS
DEPARTMENT: 74 - NATURAL RESOURCES

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: MALE - NEW HIRE
DEPARTMENT: 74 - NATURAL RESOURCES

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 1 | 0 | 0 | 0 | 1 | 1 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSIONALS | 42 | 1 | 0 | 3 | 46 | 68 | 61.8 | 1.5 | 0.0 | 4.4 | 67.6 |
| TECHNICIANS | 7 | 0 | 1 | 0 | 8 | 12 | 58.3 | 0.0 | 8.3 | 0.0 | 66.7 |
| PROTECTIVE SERV | 11 | 2 | 1 | 0 | 14 | 16 | 68.8 | 12.5 | 6.3 | 0.0 | 87.5 |
| PARA-PROF. | 1 | 0 | 0 | 0 | 1 | 4 | 25.0 | 0.0 | 0.0 | 0.0 | 25.0 |
| OFFICE CLERICAL | 4 | 1 | 0 | 2 | 7 | 51 | 7.8 | 2.0 | 0.0 | 3.9 | 13.7 |
| SKILLED CRAFT | 11 | 0 | 1 | 5 | 17 | 17 | 64.7 | 0.0 | 5.9 | 29.4 | 100.0 |
| SERVICE MAINT. | 37 | 5 | 4 | 3 | 49 | 66 | 56.1 | 7.6 | 6.1 | 4.5 | 74.2 |
| TOTALS: | 114 | 9 | 7 | 13 | 143 | 235 | 48.5 | 3.8 | 3.0 | 5.5 | 60.9 |

EMPLOYEE STATUS: MALE - FULL TIME
DEPARTMENT: 76 - HIGHWAY SAFETY & MOTOR VEH

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 35 | 0 | 1 | 0 | 36 | 48 | 72.9 | 0.0 | 2.1 | 0.0 | 75.0 |
| PROFESSIONALS | 136 | 1 | 0 | 0 | 137 | 212 | 64.2 | 0.5 | 0.0 | 0.0 | 64.6 |
| TECHNICIANS | 108 | 7 | 1 | 1 | 117 | 148 | 73.0 | 4.7 | 0.7 | 0.7 | 79.1 |
| PROTECTIVE SERV | 1,215 | 142 | 36 | 5 | 1,398 | 1,698 | 73.7 | 8.6 | 2.2 | 0.3 | 84.8 |
| PARA-PROF. | 8 | 0 | 0 | 0 | 8 | 31 | 25.8 | 0.0 | 0.0 | 0.0 | 25.8 |
| OFFICE CLERICAL | 265 | 48 | 7 | 2 | 322 | 2,040 | 13.0 | 2.4 | 0.3 | 0.1 | 15.8 |
| SKILLED CRAFT | 17 | 3 | 1 | 0 | 21 | 22 | 77.3 | 13.6 | 4.5 | 0.0 | 95.5 |
| SERVICE MAINT. | 26 | 30 | 1 | 0 | 57 | 62 | 41.9 | 48.4 | 1.6 | 0.0 | 91.9 |
| TOTALS: | 1,810 | 231 | 47 | 8 | 2,096 | 4,211 | 43.0 | 5.5 | 1.1 | 0.2 | 49.8 |

EMPLOYEE STATUS: MALE - OPS
DEPARTMENT: 76 - HIGHWAY SAFETY & MOTOR VEH

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: MALE - NEW HIRE
DEPARTMENT: 76 - HIGHWAY SAFETY & MOTOR VEH

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 5 | 0 | 0 | 0 | 5 | 5 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| TECHNICIANS | 20 | 0 | 0 | 0 | 20 | 23 | 87.0 | 0.0 | 0.0 | 0.0 | 87.0 |
| PROTECTIVE SERV | 64 | 24 | 14 | 4 | 106 | 144 | 44.4 | 16.7 | 9.7 | 2.8 | 73.6 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 29 | 6 | 3 | 11 | 49 | 286 | 10.1 | 2.1 | 1.0 | 3.8 | 17.1 |
| SKILLED CRAFT | 1 | 0 | 0 | 0 | 1 | 1 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| SERVICE MAINT. | 1 | 4 | 0 | 2 | 7 | 8 | 12.5 | 50.0 | 0.0 | 25.0 | 87.5 |
| TOTALS: | 120 | 34 | 17 | 17 | 188 | 468 | 25.6 | 7.3 | 3.6 | 3.6 | 40.2 |

EMPLOYEE STATUS: MALE - FULL TIME
DEPARTMENT: 77 - GAME & FRESH WATER FISH COMM

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 31 | 0 | 0 | 0 | 31 | 33 | 93.9 | 0.0 | 0.0 | 0.0 | 93.9 |
| PROFESSIONALS | 201 | 0 | 0 | 2 | 203 | 230 | 87.4 | 0.0 | 0.0 | 0.9 | 88.3 |
| TECHNICIANS | 62 | 0 | 0 | 1 | 63 | 65 | 95.4 | 0.0 | 0.0 | 1.5 | 96.9 |
| PROTECTIVE SERV | 266 | 4 | 0 | 0 | 270 | 302 | 88.1 | 1.3 | 0.0 | 0.0 | 89.4 |
| PARA-PROF. | 3 | 1 | 0 | 0 | 4 | 7 | 42.9 | 14.3 | 0.0 | 0.0 | 57.1 |
| OFFICE CLERICAL | 4 | 0 | 0 | 0 | 4 | 85 | 4.7 | 0.0 | 0.0 | 0.0 | 4.7 |
| SKILLED CRAFT | 2 | 1 | 0 | 0 | 3 | 3 | 66.7 | 33.3 | 0.0 | 0.0 | 100.0 |
| SERVICE MAINT. | 2 | 0 | 0 | 0 | 2 | 2 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| TOTALS: | 571 | 6 | 0 | 3 | 580 | 727 | 78.5 | 0.8 | 0.0 | 0.4 | 79.8 |

EMPLOYEE STATUS: MALE - OPS
DEPARTMENT: 77 - GAME & FRESH WATER FISH COMM

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: MALE - NEW HIRE
DEPARTMENT: 77 - GAME & FRESH WATER FISH COMM

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 1 | 0 | 0 | 0 | 1 | 1 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROFESSIONALS | 22 | 0 | 0 | 0 | 22 | 28 | 78.6 | 0.0 | 0.0 | 0.0 | 78.6 |
| TECHNICIANS | 2 | 0 | 0 | 0 | 2 | 2 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| PROTECTIVE SERV | 13 | 0 | 0 | 0 | 13 | 19 | 68.4 | 0.0 | 0.0 | 0.0 | 68.4 |
| PARA-PROF. | 1 | 0 | 0 | 0 | 1 | 2 | 50.0 | 0.0 | 0.0 | 0.0 | 50.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 12 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 2 | 0 | 0 | 0 | 2 | 2 | 100.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 41 | 0 | 0 | 0 | 41 | 66 | 62.1 | 0.0 | 0.0 | 0.0 | 62.1 |

EMPLOYEE STATUS: MALE - FULL TIME
DEPARTMENT: 78 - PAROLE COMMISSION

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 2 | 0 | 0 | 0 | 2 | 4 | 50.0 | 0.0 | 0.0 | 0.0 | 50.0 |
| PROFESSIONALS | 24 | 5 | 1 | 0 | 30 | 54 | 44.4 | 9.3 | 1.9 | 0.0 | 55.6 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 6 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 4 | 1 | 0 | 0 | 5 | 46 | 8.7 | 2.2 | 0.0 | 0.0 | 10.9 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 30 | 6 | 1 | 0 | 37 | 111 | 27.0 | 5.4 | 0.9 | 0.0 | 33.3 |

EMPLOYEE STATUS: MALE - OPS
DEPARTMENT: 78 - PAROLE COMMISSION

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

EMPLOYEE STATUS: MALE - NEW HIRE
DEPARTMENT: 78 - PAROLE COMMISSION

| EEO CODES | WHITE MALE | BLACK MALE | SPANISH MALE | OTHER MALE | TOTAL MALE | TOTAL | % WHITE MALE | % BLACK MALE | % SPANISH MALE | % OTHER MALE | % MALE |
|---|---|---|---|---|---|---|---|---|---|---|---|
| OFFICIAL/ADMIN. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROFESSIONALS | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TECHNICIANS | 0 | 0 | 0 | 0 | 0 | 1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PROTECTIVE SERV | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PARA-PROF. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| OFFICE CLERICAL | 0 | 0 | 0 | 0 | 0 | 3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SKILLED CRAFT | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SERVICE MAINT. | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| TOTALS: | 0 | 0 | 0 | 0 | 0 | 4 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

# A P P E N D I X  B

HB 1480 and SB 733

(Referenced on Page 79 of This Report)

By the Committee on Governmental Operations and Representative Hodges

A bill to be entitled

An act relating to state government; saving s. 14.25, F.S., relating to the Florida State Commission on Hispanic Affairs, from Sundown repeal; providing for future review and repeal; amending s. 229.8053, F.S.; transferring the Florida High Technology and Industry Council to the Board of Regents; providing for a type four transfer of the Florida High Technology and Industry Council to the Board of Regents; amending s. 366.82, F.S.; making the Department of Community Affairs a party to proceedings to adopt energy consumption goals; amending ss. 377.602, 377.603, 377.604, 377.605, 377.606, 377.608, 377.701, and 377.703, F.S.; transferring the energy functions of the Executive Office of the Governor to the Department of Community Affairs; repealing s. 377.706, F.S.; abolishing the Florida Energy Research and Development Task Force; amending s. 395.503, F.S.; providing that the Hospital Cost Containment Board shall be located administratively within the Department of Health and Rehabilitative Services; transferring the board from the Executive Office of the Governor to the department; creating s. 14.235, F.S.; creating the Council on the Status of Women; providing powers and duties; providing for review and repeal; providing an appropriation; creating s. 14.236, F.S.; creating the Governor's Commission on

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CODING: Words in ~~struck~~ through type are deletions from existing law; words underlined are additions.

Indian Affairs; providing intent, powers, and duties; providing for review and repeal; transferring the Governor's Council on Indian Affairs to the commission; authorizing the Governor to designate a private nonprofit corporation to receive federal funds for certain programs providing for protection and advocacy of the rights of persons with disabilities; transferring all powers, duties, property, etc., of the Governor's Commission on Advocacy for Persons with Disabilities to the nonprofit corporation; requiring the nonprofit corporation to meet certain federal requirements; authorizing access to client records and facilities as provided by federal law; providing for state liability insurance coverage and use of the state communications system; requiring state agencies to cooperate with the nonprofit corporation; providing for submission of annual audits by the nonprofit corporation to the Governor; creating s. 14.255, F.S.; creating the Florida State Commission on Afro-American Affairs; providing intent, powers, and duties; providing for review and repeal; providing an appropriation; amending s. 960.001, F.S.; providing that the Department of Legal Affairs shall review and coordinate implementation of guidelines for fair treatment of victims and witnesses; amending s. 960.03, F.S.; providing definitions; amending s. 960.05, F.S.;



CODING: Words stricken are deletions; words underlined are additions.





establishing the Bureau of Crimes Compensation and Victim and Witness Services within the Department of Legal Affairs; amending s. 960.09, F.S.; providing for determination of claims of victims and witnesses and for administrative hearings thereon; amending ss. 960.06, 960.07, 960.12, 960.13, 960.14, 960.15, 960.21, 960.22, 960.23, and 960.28, F.S.; transferring duties relating to crime victims and witnesses from the Division of Workers' Compensation to the Department of Legal Affairs; providing for transfer of the Bureau of Crimes Compensation and Victim and Witness Services to such department; amending and renumbering s. 14.22, F.S.; clarifying the role of the Governor's Council on Physical Fitness and Sports and its direct-support organization; providing for the adoption of rules; modifying terms of council members; providing for contracts between the council and a direct-support organization; providing for audits; transferring the council to the Board of Regents; saving s. 14.22, F.S., from Sundown repeal; providing for future review and repeal; amending s. 27.37, F.S., relating to the Council on Organized Crime; saving s. 27.37, F.S., from Sundown repeal; providing for future review and repeal; providing an effective date.

Be It Enacted by the Legislature of the State of Florida:



CODING: Words stricken are deletions; words underlined are additions.

Section 1. Notwithstanding the provisions of the Sundown Act or of any other provision of law which provides for review and repeal in accordance with s. 11.611, Florida Statutes, section 14.25, Florida Statutes, shall not stand repealed on October 1, 1987, and shall continue in full force and effect.

Section 2. Section 14.25, Florida Statutes, is repealed on October 1, 1997, and shall be reviewed by the Legislature pursuant to s. 11.611, Florida Statutes.

Section 3. Subsections (1), (2), and (5) of section 229.8053, Florida Statutes, are amended to read:

229.8053 Florida High Technology and Industry Council.--

(1) It is the intent of the Legislature to promote development of the state economy by coordinating through the joint efforts of the Department of Education and public and private postsecondary educational institutions, in cooperation with the Board of Regents ~~Executive Office of the Governor~~, other executive agencies, and leaders in high technology business and industry, the needs of such business and industry with state government programs. It is the intent of the Legislature that such cooperative efforts serve the needs of the citizens of this state and meet the technical and professional demands of new and existing technology as well as being able to demonstrate to such business and industry leaders that this state can meet such demands.

(2) The Florida High Technology and Industry Council, a not-for-profit corporation, is created for the purpose of planning, coordinating, assisting in and making recommendations for policy decisions, and directing activities for carrying out the intent of this act. The council shall be



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administratively located within the Board of Regents and shall be composed of 23 members consisting of:

(a) The Governor or his designee;

(b) The Commissioner of Education or his designee;

(c) The secretary of the Department of Commerce or his designee;

(d) The chairman of the Florida Council of 100;

(e) One member appointed by the President of the Senate;

(f) One member appointed by the Speaker of the House of Representatives; and

(g) Seventeen other persons who shall be appointed by the Governor, 11 of whom shall be Florida leaders in high technology or related business and industry; 2 of whom shall be prestigious academicians in areas not limited to, but including, the sciences and business from public or private colleges or universities; and 4 of whom shall be prominent persons in the area of investment, venture capital investments, or banking.

The Governor shall solicit nominations from leading business and industry organizations or other organizations interested in the economic growth of the state and the transfer of government-sponsored research. The term of each appointed member shall be for 3 years, and any vacancy shall be filled by an appointment by the Governor or by the body which had appointment jurisdiction of the vacated member. As soon as practicable after members are appointed to the council, the Governor shall call an organizational meeting of the council. The council shall annually elect from among its number a chairman and a vice chairman. There shall be no limitation on



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successive appointments to the council or on the number of terms that may be served as chairman or vice chairman. The council shall adopt internal organizational procedures or bylaws necessary for efficient operation of the council. The council and council staff shall be entitled to reimbursement for per diem and traveling expenses pursuant to s. 112.061.

(5) The Chancellor of the Board of Regents council shall designate staff to assist the council it in the performance of its duties. The council and shall give special emphasis to:

(a) Assisting the efforts of private organizations, the council, and other governmental agencies which are concerned with the establishment of high technology business and industry training programs in this state.

(b) Ensuring that the efforts of the various state agencies which are concerned with the development of high technology business and industry programs are mutually reinforcing and supportive of state objectives related to this act.

(c) Assisting in efforts to develop programs for employee needs in newly emerging high technology occupations.

(d) Coordinating the delivery of resources to meeting state needs, including assisting the council in developing recommendations for the State Board of Education concerning priorities for programs and services and allocating resources according to the priorities.

Section 4. The Florida High Technology and Industry Council is transferred by a type four transfer from the Executive Office of the Governor to the Board of Regents. In addition, any rules promulgated by or for this entity are included in such transfer. The Board of Regents shall notify



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in writing the Bureau of Administrative Code in the Division of Elections of the Department of State of the transfer of the rules.

Section 5. Subsection (2) of section 366.82, Florida Statutes, is amended to read:

366.82 Definition; goals; plans; annual reports; energy audits.--

(2) The commission shall adopt appropriate goals for increasing the efficiency of energy consumption, specifically including goals designed to increase the conservation of expensive resources, such as petroleum fuels, and to reduce the growth rates of electric consumption, especially of weather-sensitive peak demand. The Department of Community Affairs Executive Office of the Governor shall be a party in the proceedings to adopt goals. The initial goals shall be adopted no later than September 1, 1980, for the succeeding 5-year period. The commission may change the initial goals for reasonable cause and may reset the time period for accomplishing the goals. After the programs and plans to meet those goals are completed, the commission shall determine whether further goals, programs, or plans are warranted and, if so, shall adopt them.

Section 6. Section 377.602, Florida Statutes, is amended to read:

377.602 Definitions.--As used in ss. 377.601-377.608:

(1) "Energy resources" includes, but shall not be limited to:

(a) Propane, butane, motor gasoline, kerosene, home heating oil, diesel fuel, other middle distillates, aviation gasoline, kerosene-type jet fuel, naphtha-type jet fuel, residual fuels, crude oil, and other petroleum products and



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hydrocarbons as may be determined by the department director to be of importance.

(b) All natural gas, including casinghead gas, all other hydrocarbons not defined as petroleum products in paragraph (a), and liquefied petroleum gas as defined in s. 527.01.

(c) All types of coal and products derived from its conversion and used as fuel.

(d) All types of nuclear energy, special nuclear material, and source material, as defined in s. 290.07.

(e) Every other energy resource, whether natural or manmade which the department director determines to be important to the production or supply of energy, including, but not limited to, energy converted from solar radiation, wind, hydraulic potential, tidal movements, and geothermal sources.

(f) All electrical energy.

(2) "Department" means the Department of Community Affairs. ~~"Center" means the Energy Data Center of the Executive Office of the Governor.~~

~~(3) "Director" means the chief administrator of the Energy Data Center of the Executive Office of the Governor.~~

(3)~~(4)~~ "Person" means producer, refiner, wholesaler, marketer, consignee, jobber, distributor, storage operator, importer, exporter, firm, corporation, broker, cooperative, public utility as defined in s. 366.02, rural electrification cooperative, municipality engaged in the business of providing electricity or other energy resources to the public, pipeline company, person transporting any energy resources as defined in subsection (1), and person holding energy reserves for



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further production; however, "person" does not include persons exclusively engaged in the retail sale of petroleum products.

Section 7. Section 377.603, Florida Statutes, is amended to read:

377.603 Energy data collection Center; powers and duties of the Department of Community Affairs.--

(1) The Department of Community Affairs shall ~~There is created an Energy Data Center in the Executive Office of the Governor whose duty it shall be to~~ collect data on the extraction, production, importation, exportation, refinement, transportation, transmission, conversion, storage, sale, or reserves of energy resources in this state in an efficient and expeditious manner.

(2) The department center shall prepare periodic reports of energy data it collects.

(3) The department center shall prescribe and furnish forms for the collection of information as required by ss. 377.601-377.608 and shall consult with other state entities to assure that such data collected will meet their data requirements.

(4) The department center may adopt and promulgate such rules and regulations as are necessary to carry out the provisions of ss. 377.601-377.608. Such rules shall be pursuant to chapter 120.

(5) The department center shall maintain internal validation procedures to assure the accuracy of information received.

Section 8. Section 377.604, Florida Statutes, is amended to read:

377.604 Required reports.--Every person who produces, imports, exports, refines, transports, transmits, converts,



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stores, sells, or holds known reserves of any form of energy resources used as fuel shall report to the Department of Community Affairs director-of-the-center at a frequency set, and in a manner prescribed, by the department director, on forms provided by the department center and prepared with the advice of representatives of the energy industry. Such forms shall be designed in such a manner as to indicate:

(1) The identity of the person or persons making the report.

(2) The quantity of energy resources extracted, produced, imported, exported, refined, transported, transmitted, converted, stored, or sold except at retail.

(3) The quantity of energy resources known to be held in reserve in the state.

(4) The identity of each refinery from which petroleum products have normally been obtained and the type and quantity of products secured from that refinery for sale or resale in this state.

(5) Any other information which the department center deems proper pursuant to the intent of ss. 377.601-377.608.

Section 9. Section 377.605, Florida Statutes, is amended to read:

377.605 Use of existing information.--The Department of Community Affairs office shall utilize to the fullest extent possible any existing energy information already prepared for state or federal agencies. Every state, county, and municipal agency shall cooperate with the department center and shall submit any information on energy to the department center upon request.

Section 10. Section 377.606, Florida Statutes, is amended to read:



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377.606 Records of the Department of Community Affairs Energy-Data-Center; limits of confidentiality.--The information or records of individual persons, as defined herein, obtained by the department center as a result of a report, investigation, or verification required by the department center, except such information as is requested to be held confidential by the person providing said information, shall be open to the public. Information reported by entities other than the department Energy-Data-Center in documents or reports open to public inspection shall under no circumstances be classified as confidential by the department center. Divulgence of such information as is requested to be held confidential, except upon order of a court of competent jurisdiction or except to an officer of the state entitled to receive the same in his official capacity, shall be a misdemeanor of the second degree, punishable as provided in ss. 775.082 and 775.083. Nothing herein shall be construed to prohibit the publication or divulgence by other means of data so classified as to prevent identification of particular accounts or reports made to the department center in compliance with s. 377.603 or to prohibit the disclosure of such information to properly qualified legislative committees. The department center shall establish a system which permits reasonable access to information developed.

Section 11. Section 377.608, Florida Statutes, is amended to read:

377.608 Prosecution of cases by state attorney.--The state attorney shall prosecute all cases certified to him for prosecution by the Department of Community Affairs Executive Office-of-the-Governor immediately upon receipt of the



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evidence transmitted by the department office, or as soon thereafter as practicable.

Section 12. Subsections (1), (2), and (3) of section 377.701, Florida Statutes, are amended to read:

377.701 Petroleum allocation.--

(1) The Department of Community Affairs ~~Executive Office of the Governor~~ shall assume the state's role in petroleum allocation and conservation, including the development of a fair and equitable petroleum plan. The department office shall constitute the responsible state agency for performing the functions of any federal program delegated to the state, which relates to petroleum supply, demand, and allocation.

(2) The department ~~Executive Office of the Governor~~ shall, in addition to assuming the duties and responsibilities provided by subsection (1), perform the following:

(a) In projecting available supplies of petroleum, coordinate with the Department of Revenue to secure information necessary to assure the sufficiency and accuracy of data submitted by persons affected by any federal fuel allocation program.

(b) Require such periodic reports from public and private sources as may be necessary to the fulfillment of its responsibilities under this act. Such reports may include: Petroleum use; all sales, including end-user sales, except retail gasoline and retail fuel oil sales; inventories; expected supplies and allocations; and petroleum conservation measures.

(c) In cooperation with the Department of Revenue and other relevant state agencies, provide for long-range studies regarding the usage of petroleum in the state in order to:



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1. Comprehend the consumption of petroleum resources.

2. Predict future petroleum demands in relation to available resources.

3. Report the results of such studies to the Legislature.

(3) For the purpose of determining accuracy of data, all state agencies shall timely provide the department ~~Executive Office of the Governor~~ with petroleum-use information in a format suitable to the needs of the allocation program.

Section 13. Subsection (3) of section 377.703, Florida Statutes, is amended to read:

377.703 Additional functions of the Department of Community Affairs ~~Executive Office of the Governor~~; energy emergency contingency plan; federal and state conservation programs.--

(3) ~~THE DEPARTMENT OF COMMUNITY AFFAIRS EXECUTIVE OFFICE OF THE GOVERNOR; DUTIES.~~--The Department of Community Affairs ~~Executive Office of the Governor~~ shall, in addition to assuming the duties and responsibilities provided by ss. 20.18, 20.31(7), and 377.701, perform the following functions consistent with the development of a state energy policy:

(a) The department office shall assume the responsibility for development of an energy emergency contingency plan to respond to serious shortages of primary and secondary energy sources in coordination with the Florida Public Service Commission, which shall have exclusive responsibility for electrical and natural gas emergency contingency plans. Upon a finding by the department Governor, implementation of any emergency program shall be upon order of the Governor that a particular kind or type of fuel is, or



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that the occurrence of an event which is reasonably expected within 30 days will make the fuel, in short supply. The department office shall then respond by instituting the appropriate measures of the contingency plan to meet the given emergency or energy shortage. The Governor may utilize the provisions of s. 252.36(5) to carry out any emergency actions required by a serious shortage of energy sources.

(b) The department office shall constitute the responsible state agency for performing or coordinating the functions of any federal energy programs delegated to the state, including energy supply, demand, conservation, or allocation.

(c) The department office shall analyze present and proposed federal energy programs and make recommendations regarding those programs to the Governor recommend-the-state's position.

(d) The department office shall coordinate efforts to seek federal support or other support for state energy activities, including energy conservation, research, or development, and shall be the state agency responsible for the coordination of multiagency energy conservation programs.

(e) The department office shall analyze energy data collected and prepare long-range forecasts of energy supply and demand in coordination with the Florida Public Service Commission, which shall have responsibility for electricity and natural gas forecasts. To this end, the forecasts published in 1980 and thereafter shall contain:

1. An analysis of the relationship of state economic growth and development to energy supply and demand, including the constraints to economic growth resulting from energy supply constraints.



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2. Plans for the development of renewable energy resources and reduction in dependence on depletable energy resources, particularly oil and natural gas, and an analysis of the extent to which renewable energy sources are being utilized in the state.

3. Consideration of alternative scenarios of statewide energy supply and demand for 5, 10, and 20 years, to identify strategies for long-range action, including identification of potential social, economic, and environmental effects.

4. An assessment of the state's energy resources, including examination of the availability of commercially developable and imported fuels, and an analysis of anticipated effects on the state's environment and social services resulting from energy resource development activities or from energy supply constraints, or both.

(f) The department office shall make an annual report to the Legislature, 60 days prior to each regular session, reflecting its activities and making recommendations of policies for improvement of the state's response to energy supply and demand and its effect on the health, safety, and welfare of the people of Florida. The report shall include a report from the Florida Public Service Commission on electricity and natural gas and information on energy conservation programs conducted and under way in the past year and shall include recommendations for energy conservation programs for the state, including, but not limited to, the following factors:

1. Formulation of specific recommendations for improvement in the efficiency of energy utilization in governmental, residential, commercial, industrial, and transportation sectors.



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2. Collection and dissemination of information relating to energy conservation.

3. Development and conduct of educational and training programs relating to energy conservation.

4. An analysis of the ways in which state agencies are seeking to implement s. 377.601(4), the state energy policy, and recommendations for better fulfilling this policy.

(g) The department office is authorized to make any rules or regulations pursuant to chapter 120 as are necessary to carry out the purposes of this act.

(h) The department office shall promote energy conservation in all energy use sectors throughout the state and shall constitute the state agency primarily responsible for this function. To this end, the department office shall coordinate the energy conservation programs of all state agencies and review and comment on the energy conservation programs of all state agencies.

(i) The department office shall serve as the state clearinghouse for indexing and gathering all information related to energy programs in state universities, in private universities, in federal, state, and local government agencies, and in private industry and shall prepare and distribute such information in any manner necessary to inform and advise the citizens of the state of such programs and activities. The department office shall coordinate, promote, and respond to efforts by all sectors of the economy to seek financial support for energy activities. This shall include developing and maintaining a current index and profile of all research activities, which shall be identified by energy area and may include a summary of the project, the amount and sources of funding, anticipated completion dates, or, in case



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of completed research, conclusions, recommendations, and applicability to state government or private sector functions. The department office shall provide information to consumers regarding the anticipated energy-use and energy-saving characteristics of products and services in coordination with any federal, state, or local governmental agencies as may provide such information to consumers.

(j) The department office shall coordinate energy-related programs of state government, including, but not limited to, the programs provided in this section. To this end, the department office shall:

1. Provide assistance to other state agencies, counties, municipalities, and regional planning agencies to further and promote their energy planning activities.

2. Require, in cooperation with the Department of General Services, all state agencies to operate state-owned and state-leased buildings in accordance with energy conservation standards as adopted by the Department of General Services. Beginning 120 days following July 1, 1978, and every 3 months thereafter, the Department of General Services shall furnish the Department of Community Affairs office data on agencies' energy consumption in a format mutually agreed upon by the department office and the Department of General Services.

3. Promote the development and use of renewable energy resources and energy conservation technologies. To this end, the department office shall:

a. Aid and promote the commercialization of solar energy technology, in cooperation with the Florida Solar Energy Center of the State University System, the Department of Commerce, and any other federal, state, or local



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governmental agency which may seek to promote research, development, and demonstration of solar energy equipment and technology.

b. Promote the recovery of energy from wastes, including, but not limited to, the utilization of waste heat, the use of agricultural products as a source of energy, and recycling of manufactured products. Such promotion shall be conducted in conjunction with, and after consultation with, the Department of Environmental Regulation, the Florida Public Service Commission where electrical generation or natural gas is involved, and any other relevant federal, state, or local governmental agency having responsibility for resource recovery programs.

(k) The Department of Community Affairs ~~Upon advisement by the Florida Energy Research and Development Task Force, the office~~ shall develop, coordinate, and promote a comprehensive research plan for state programs. Such plan shall be consistent with state energy policy and shall be updated on a biennial basis.

Section 14. Section 377.706, Florida Statutes, is hereby repealed.

Section 15. The energy program functions currently carried out in the Executive Office of the Governor are transferred by a type four transfer to the Department of Community Affairs. In addition, any rules promulgated by or for this program are included in such transfer. The Department of Community Affairs shall notify in writing the Bureau of Administrative Code in the Division of Elections of the Department of State of the transfer of the rules.

Section 16. Paragraph (a) of subsection (1) of section 395.503, Florida Statutes, is amended to read:



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395.503 Hospital Cost Containment Board.--

(1)(a) There is created the Hospital Cost Containment Board. The board shall be administratively located within the Department of Health and Rehabilitative Services and shall be composed of nine members, three of whom shall be providers of health care, three of whom shall be major purchasers of health care, and three of whom shall be consumers with no direct involvement in health care. The existing 11 members of the board who are serving on May 18, 1984, shall be entitled to continue to serve on the board until January 1, 1985, whereupon their terms shall expire and new members shall be appointed. Members of the board shall be permanent residents of the state appointed by the Governor and confirmed by the Senate.

Section 17. The Hospital Cost Containment Board created in s. 395.503, Florida Statutes, in the Executive Office of the Governor is transferred by a type four transfer to the Department of Health and Rehabilitative Services. In addition, any rules promulgated by or for this entity are included in such transfer. The Department of Health and Rehabilitative Services shall notify in writing the Bureau of Administrative Code in the Division of Elections of the Department of State of the transfer of the rules.

Section 18. Section 14.235, Florida Statutes, is created to read:

14.235 Council on the Status of Women.--There is created a council, as defined in s. 20.03, to be named the Council on the Status of Women, for the purpose of acting as an advisory body to the Governor as to how the state, acting through its agencies, can assure women equal treatment in public and private employment.



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(1)(a) The council shall be composed of nine members. Five of these members shall be appointed by the Governor. Two members shall be appointed by the Speaker of the House of Representatives, and two members shall be appointed by the President of the Senate. All members shall serve 4-year terms, except that two of the initial members appointed by the Governor, one of the initial members appointed by the Speaker of the House, and one of the initial members appointed by the President of the Senate shall serve 2-year terms. All succeeding appointments shall be for 4 years.

(b) By a two-thirds vote of the council, a member may be dismissed from membership for such reasons as the council may establish, which reasons shall include lack of dedication to council duties or repeated absences from council meetings. Vacancies created by dismissal shall be filled by the Governor.

(c) The members of the council shall elect a chairperson from their number, who shall serve as chairperson for a 2-year term. No chairperson shall serve more than one term.

(d) Members of the council shall receive no salary but shall receive travel and per diem as provided in s. 112.061.

(e) The council shall employ an executive director, who shall be provided with the necessary office space and clerical and administrative assistance, as required. The compensation of the executive director and staff shall be set by the Governor.

(2) In order to promote and foster women's basic rights, the Council on the Status of Women shall:



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(a) Monitor the activities of state agencies and local governments and communities to ensure support of the goals and state objectives articulated by the council.

(b) Sponsor workshops, clinics, conferences, and other similar activities which examine the roles of women in the economy, the family, and society.

(c) Give recognition to outstanding achievement and contributions made by women.

(d) Collect and disseminate informational material that promotes social and economic advancement for women.

(e) Encourage and assist local governments and communities to develop programs which promote the status of women.

(3) In order to further promote and foster women's basic rights, the council may:

(a) Utilize the talents, expertise, and resources of individuals around the state to whatever extent practicable.

(b) Procure information and assistance from the state or any subdivision, municipal corporation, public officer, governmental department, or agency thereof. All agencies, officers, and political subdivisions of the state or municipal corporations shall give the council all relevant information and reasonable assistance on any matters of research within their knowledge or control.

(c) Apply for and accept funds, grants, gifts, and services from the state, the government of the United States or any of its agencies, or any other public or private source and is authorized to use funds derived from these sources to defray clerical and administrative costs as may be necessary for carrying out the commission's assigned duties.



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(4) The council shall prepare an annual report to be presented to the Governor no later than January 1, with copies to the Speaker of the House of Representatives and President of the Senate. The report shall set forth in appropriate detail the business transacted during the year and the financial condition of the council at the close of the year and shall include specific suggestions for necessary legislation and specific recommendations for any necessary administrative or regulatory reform.

(5) The council shall keep full, detailed, and accurate records and accounts of all proposals, acts, proceedings, orders, determinations, receipts, disbursements, and expenditures made by or under the authority of the council, which records and accounts shall be kept open for public inspection and review at all reasonable times. The council shall regularly publish the details of its activities in such form as gives full publicity to all transactions made by the council or proposed to the council for its approval.

Section 19. Section 14.235, Florida Statutes, is repealed on October 1, 1997, and the Council on the Status of Women shall be reviewed by the Legislature pursuant to s. 11.611, Florida Statutes.

Section 20. There is hereby appropriated the sum of $25,000 from the General Revenue Fund for fiscal year 1986-1987 to fund travel and expenses for the Council on the Status of Women.

Section 21. Section 14.236, Florida Statutes, is created to read:

14.236 Governor's Commission on Indian Affairs.--

(1) It is the intent of the Legislature to provide a means by which the state may obtain a comprehensive and



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ongoing study relating to those citizens of Florida who are of Indian origin to advise the Governor on matters affecting the rights and interests of the Indian people and to represent their interests before state agencies. The commission created by this section is not an executive department or agency for purposes of assignment under s. 6, Art. IV of the State Constitution, nor is it an agency within the legislative intent of chapter 216 or chapter 287.

(2)(a) There is created within the Executive Office of the Governor the Governor's Commission on Indian Affairs. The commission shall consist of 15 members appointed by the Governor, with the advice of the chairpersons of the federally recognized Indian tribes in Florida. The majority of the members of the commission shall at all times be members of federally recognized Indian tribes in Florida.

(b) The cochairmen of the commission shall be the chairman of the Seminole Tribe and the chairman of the Miccosukee Tribe. The duties of the cochairmen shall include responsibility for the administration of the commission.

(c) Members of the commission shall serve without compensation, but shall be reimbursed for per diem and travel expenses in accordance with s. 112.061.

(d) Members shall serve for terms of 4 years, except that of those initially appointed seven shall serve for terms of 2 years and eight shall serve for terms of 4 years. A vacancy shall be filled for the remainder of the unexpired term in the same manner as the original appointment.

(e) The Governor's Commission on Indian Affairs shall be organized as a nonprofit corporation, pursuant to chapter 617, and shall possess all powers granted by that chapter.



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(f) The Executive Office of the Governor shall provide administrative support and service to the commission. The commission shall not be subject to control, supervision, or direction by the Executive Office of the Governor.

(g) The commission shall have the authority to employ an executive director and such other personnel as may be necessary to carry out the provisions of this section.

(3)(a) The commission shall secure staff assistance and utilize clerical resources, materials, and other support services of the Executive Office of the Governor and other executive agencies and coordinate and consult with existing legislative staff, in order that minimum costs and maximum expertise be achieved.

(b) The commission shall utilize the talents, expertise, and resources within the state, and especially those of the university system, to whatever extent practicable.

(c) The commission may procure information and assistance from the state or any subdivision, municipal corporation, public officer, governmental department, or agency thereof. All agencies, officers, and political subdivisions of the state or municipal corporations shall give the commission all relevant information and reasonable assistance on any matters of research within their knowledge or control. In the case of a refusal to honor a request for information or request to any person, the commission may make application to any circuit court in this state, which shall have jurisdiction to order the witness to appear before the commission or to produce evidence, if so ordered, or to give testimony concerning the matter in question. Failure to obey the order may be punished by the court as contempt.



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(d) The commission may apply for and accept funds, grants, gifts, and services from the state, the government of the United States or any of its agencies, or any other public or private source, and is authorized to use funds derived from these sources to defray clerical and administrative costs as may be necessary for carrying out the commission's assigned duties.

(4) The commission shall:

(a) Advise the Governor on matters affecting the rights and interests of the Indian people in the state.

(b) Represent the interests of the Indian people of Florida before various state agencies.

(c) Assist the state in carrying out its responsibilities to the Indian people of Florida.

(d) Carry out an ongoing study on the problems and needs of those citizens of Florida who are of Indian origin. The study shall include, but not be limited to, the following areas:

1. A survey of existing programs within the educational system of the state, including such areas as teacher training, resource availability, and transportation of students, with recommendations for the extension and improvement of such programs.

2. A survey of the needs of such persons in the areas of social services and commerce, with recommendations regarding types of family and community services that would be useful in aiding such persons.

3. A survey of the general cultural and artistic interests and needs of such persons and of the contributions such persons can make to the people of Florida, with



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recommendations for meeting those needs and fostering and encouraging those interests and contributions.

(c) The commission shall prepare an annual report based on the study carried out under the provisions of paragraph (d), to be presented to the Governor no later than January 1, with copies to the Speaker of the House of Representatives and President of the Senate. The report shall include specific suggestions for necessary legislation and specific recommendations for any necessary administrative or regulatory reform.

Section 22. Section 14.236, Florida Statutes, is repealed on October 1, 1997, and the Governor's Commission on Indian Affairs shall be reviewed by the Legislature pursuant to s. 11.611, Florida Statutes.

Section 23. The Governor's Council on Indian Affairs is transferred by a type four transfer to the Governor's Commission on Indian Affairs in the Executive Office of the Governor. In addition, any rules promulgated by or for this entity are included in such transfer. The Executive Office of the Governor shall notify in writing the Bureau of Administrative Code in the Division of Elections of the Department of State of the transfer of the rules.

Section 24. Transfer of Governor's Commission on Advocacy for Persons with Disabilities to private nonprofit corporation.--

(1) The Governor, by executive order, may designate a nonprofit corporation as the agency to receive federal funds to implement on behalf of the State of Florida the System for Protection and Advocacy of the Rights of Persons with Developmental Disabilities under 42 U.S.C., ss. 6041-6043, as amended; and the Client Assistance Program under 29 U.S.C., s.



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732, as amended; and the Protection and Advocacy System for Mentally Ill Individuals under 42 U.S.C., ss. 10801-10807, as amended; and such other related programs as may be established by the United States Congress.

(2) The designated nonprofit corporation shall be organized pursuant to chapter 617 and shall possess all the powers granted by that chapter. All powers, duties, and functions, records, property, and unexpended balances of appropriations, allocations, grants and donations, or other funds of the Governor's Commission on Advocacy for Persons with Disabilities established under Executive Order 86-224 shall upon designation by the Governor be transferred together with title thereto to the nonprofit corporation.

(3) The nonprofit corporation shall meet the requirements necessary to assure compliance with the federal acts for which it is designated to receive funds. In order to properly carry out its powers and duties, the designated corporation shall, in addition to all other requirements, be independent of providers of services to persons with disabilities; have the capacity to pursue administrative, legal, and other appropriate remedies on behalf of such persons; and, notwithstanding the provisions of any other state law to the contrary, have access to confidential client records and facilities as required and conditioned by 42 U.S.C., s. 6042, as amended, pertaining to persons with developmental disabilities, and by 29 U.S.C., s. 732(g)(2), as amended, pertaining to rehabilitation programs, projects, and facilities, and by 42 U.S.C., ss. 10805 and 10806, as amended, pertaining to the records of and facilities providing treatment to mentally ill individuals. Copies of the aforementioned federal laws shall be made available by the



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corporation to anyone upon request. Access to facilities is for the purposes of meeting and conferring with clients and staff, providing information, and conducting scheduled and unscheduled visits. Access to records is for the purposes of inspection and copying.

(4) The designated nonprofit corporation shall be eligible to use the state communications system in accordance with s. 282.105(3).

(5) Pursuant to the applicable provisions of chapter 284, the Division of Risk Management of the Department of Insurance is authorized to insure the designated corporation under the same general terms and conditions as the Governor's Commission on Advocacy for Persons with Disabilities was insured in the Executive Office of the Governor by the division prior to the transfer of its functions authorized by this section.

(6) The employees of the designated nonprofit corporation shall be eligible for coverage under the state group insurance program pursuant to s. 110.123.

(7) All departments, officers, agencies, and institutions of the state shall cooperate with the designated nonprofit corporation in the performance of its duties.

(8) The designated nonprofit corporation shall make provisions for an annual postaudit of its financial accounts by an independent certified public accountant. The annual audit shall be submitted to the Executive Office of the Governor for review.

Section 25. Section 14.255, Florida Statutes, is created to read:

14.255 Florida State Commission on Afro-American Affairs.--



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(1) It is the intent of the Legislature to provide a means by which the state may obtain a comprehensive and ongoing study relating to those citizens of Florida who are of Afro-American origin. The commission created by this section is not an executive department or agency for purposes of assignment under s. 6, Art. IV of the State Constitution, nor is it an agency within the legislative intent of chapter 216 or chapter 287.

(2)(a) There is created within the Executive Office of the Governor a Florida State Commission on Afro-American Affairs. The commission shall consist of 15 members appointed by the Governor and broadly representative of the interests and needs of persons in this state who are of Afro-American origin, including, but not limited to, such areas as education, social services, commerce, and general culture and the arts.

(b) The commission shall annually designate one of its members to serve as chairperson. The duties of the chairperson shall include responsibility for the administration of the commission.

(c) Members of the commission shall serve without compensation, but shall be reimbursed for per diem and travel expenses in accordance with s. 112.061.

(d) Members shall serve for terms of 4 years, except that of those initially appointed seven shall serve for terms of 2 years and eight shall serve for terms of 4 years. A vacancy shall be filled for the remainder of the unexpired term in the same manner as the original appointment.

(e) The Executive Office of the Governor shall provide administrative support and service to the commission. The



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commission shall not be subject to control, supervision, or direction by the Executive Office of the Governor.

(f) The commission shall have the authority to employ an executive director and such other personnel as may be necessary to carry out the provisions of this section.

(3)(a) The commission shall secure staff assistance and utilize clerical resources, materials, and other support services of the Executive Office of the Governor and other executive agencies and coordinate and consult with existing legislative staff, in order that minimum costs and maximum expertise be achieved.

(b) The commission shall utilize the talents, expertise, and resources within the state, and especially those of the university system, to whatever extent practicable.

(c) The commission may procure information and assistance from the state or any subdivision, municipal corporation, public officer, governmental department, or agency thereof. All agencies, officers, and political subdivisions of the state or municipal corporations shall give the commission all relevant information and reasonable assistance on any matters of research within their knowledge or control. In the case of a refusal to honor a request for information or request to any person, the commission may make application to any circuit court in this state, which shall have jurisdiction to order the witness to appear before the commission or to produce evidence, if so ordered, or to give testimony concerning the matter in question. Failure to obey the order may be punished by the court as contempt.

(d) The commission may apply for and accept funds, grants, gifts, and services from the state, the government of



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the United States or any of its agencies, or any other public or private source, and is authorized to use funds derived from these sources to defray clerical and administrative costs as may be necessary for carrying out the commission's assigned duties.

(4)(a) It is the duty of the commission to carry out an ongoing study on the problems and needs of those citizens of Florida who are of Afro-American origin. The study shall include, but not be limited to, the following areas:

1. A survey of existing programs within the educational system of the state, including such areas as teacher training, resource availability, and transportation of students, with recommendations for the extension and improvement of such programs.

2. A survey of the needs of such persons in the areas of social services and commerce, with recommendations regarding types of family and community services that would be useful in aiding such persons.

3. A survey of the general cultural and artistic interests and needs of such persons and of the contributions such persons can make to the people of Florida, with recommendations for meeting those needs and fostering and encouraging those interests and contributions.

(b) The commission shall prepare an annual report based on the study carried out under the provisions of paragraph (a), to be presented to the Governor no later than January 1, with copies to the Speaker of the House of Representatives and President of the Senate. The report shall include specific suggestions for necessary legislation and specific recommendations for any necessary administrative or regulatory reform.



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Section 26. Section 14.255, Florida Statutes, is repealed on October 1, 1997, and the Florida State Commission on Afro-American Affairs shall be reviewed by the Legislature pursuant to s. 11.611, Florida Statutes.

Section 27. There is hereby appropriated the sum of $25,000 from the General Revenue Fund for fiscal year 1986-1987 to fund travel and expenses of the Florida State Commission on Afro-American Affairs.

Section 28. Paragraph (c) is added to subsection (2) of section 960.001, Florida Statutes, to read:

960.001 Guidelines for fair treatment of victims and witnesses in the criminal justice system.--

(2)

(c) The Department of Legal Affairs shall review the guidelines filed pursuant to this section and coordinate the implementation of the guidelines with the affected agencies.

Section 29. Subsections (2), (4), and (5) of section 960.03, Florida Statutes, 1986 Supplement, are amended to read:

960.03 Definitions.--As used in this chapter, unless the context otherwise requires, the term:

(2) "Department" "Division" means the ~~Division of Workers' Compensation of the~~ Department of Legal Affairs ~~Labor and Employment Security~~.

(4) "Bureau" "Department" means the Bureau of Crimes Compensation and Victim and Witness Services of the Department of Legal Affairs ~~Labor and Employment Security~~.

(5) "Hearing officer" means a hearing officer from the Division of Administrative Hearings of the Department of Administration. ~~"Deputy commissioner" means a deputy commissioner appointed under s. 440.45.~~



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Section 30. Section 960.05, Florida Statutes, is amended to read:

960.05 Bureau of Crimes Compensation and Victim and Witness Services.--

(1) There is hereby created within the ~~Division of Workers' Compensation of the~~ Department of Legal Affairs ~~Labor and Employment Security~~ a Bureau of Crimes Compensation and Victim and Witness Services, which shall be the organizational unit through which the department ~~division~~ exercises its duties and responsibilities pursuant to this chapter.

(2) There is also hereby created within the ~~Division of Workers' Compensation of the~~ Department of Legal Affairs ~~Labor and Employment Security~~ within the Bureau of Crimes Compensation and Victim and Witness Services a Comprehensive Crime Victims and Witnesses Services office. This office is established for the following purposes:

(a) To emphasize the rights and needs of crime victims and witnesses statewide.

(b) To ensure that the rights of victims and witnesses are properly publicized and encouraged.

(c) To administer federally funded victim and witness assistance services programs.

(d) To coordinate the flow of information between all agencies and organizations which provide services for victims and witnesses of crime.

(e) To assist the development and administration of crime victim and witness programs and services.

Section 31. Section 960.06, Florida Statutes, is amended to read:

960.06 Department of Legal Affairs ~~Division of Workers' Compensation~~; powers and duties.--



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(1) The department ~~division~~ shall have the power and duty:

(a) To establish and maintain an office in Tallahassee and to prescribe the duties of the employees of the Bureau of Crimes Compensation and Victim and Witness Services.

(b) To adopt, promulgate, amend, and rescind such rules as are necessary to carry out the provisions of this chapter.

(c) To request from the state attorney or from the law enforcement agencies involved such investigation and data as will enable the department ~~division~~ to determine if, in fact, a crime was committed or attempted, and the extent, if any, to which the victim or claimant was responsible for his own injury or death.

(d) To investigate all claims for awards filed with the department ~~division~~ pursuant to this chapter, considering all other available programs providing valid and collectible benefits to the claimant, and to reinvestigate or reopen cases as the department ~~division~~ deems appropriate and equitable.

(e) To require the submission of such medical records as are required and, when necessary, to direct medical examination of the victim or intervenor.

(f) To render, prior to January 1 of each year, to the Governor~~,~~ ~~to the Secretary of Labor and Employment Security,~~ and to the presiding officers of the Senate and House of Representatives a written report of the ~~its~~ activities of the bureau.

(g) To authorize other units within the department ~~division~~ to assist in the investigation of claims filed under this chapter.



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(2) The department shall provide the bureau ~~division~~ with legal representation relative to its duties and responsibilities under this chapter.

Section 32. Subsections (2), (3), and (4) of section 960.07, Florida Statutes, are amended to read:

960.07 Filing of claims for compensation.--

(2) A claim must be filed not later than 1 year after the occurrence of the crime upon which the claim is based or not later than 1 year after the death of the victim or intervenor. However, for good cause the department ~~division~~ may extend the time for filing for a period not exceeding 2 years after such occurrence.

(3) Claims may be filed in the Tallahassee office of the department ~~division~~ in person or by mail ~~or with the department in person~~. Any employee of the department receiving a claim for compensation shall, immediately upon receipt of such claim, mail the claim to the department ~~division~~ at its office in Tallahassee. In no event and under no circumstances shall the rights of a claimant under this chapter be prejudiced or lost by the failure or delay of the employees of the department in mailing claims to the department ~~division~~ in Tallahassee.

(4) Upon filing of a claim pursuant to this chapter, the department ~~division~~ shall promptly notify the state attorney of the circuit wherein the crime is alleged to have occurred. If within 10 days after such notification such state attorney advises the department ~~division~~ that a criminal prosecution is pending upon the same alleged crime and requests that action by the department ~~division~~ be deferred, the department ~~division~~ shall defer all proceedings under this chapter until such time as a trial verdict has been rendered.



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and shall so notify such state attorney and claimant. When a trial verdict has been rendered, such state attorney shall promptly notify the department ~~division~~. Nothing in this subsection shall limit the authority of the department ~~division~~ to grant emergency awards pursuant to s. 960.12.

Section 33. Section 960.09, Florida Statutes, is amended to read:

960.09 Determination of claims.—

(1) The department ~~division~~ shall have authority to allow, deny, controvert, and litigate claims made against it and to delegate to the Chief of the Bureau of Crimes Compensation and Victim and Witness Services such authority.

(2) The action of the department ~~division~~ or bureau in allowing, denying, or controverting a claim shall be subject to ~~exempt from the provisions of~~ chapter 120.

(3) If the department ~~division~~ or bureau denies or controverts the claim, the right to reimbursement under this chapter shall be barred unless an application for a hearing thereon is filed with the department ~~division~~ or bureau at its office in Tallahassee within 60 days after notice to the claimant of such denial or controversion. When such application for a hearing is filed in a timely manner, the claim shall be referred to the Division of Administrative Hearings for determination by a hearing officer pursuant to s. 120.57. ~~heard and determined in accordance with the procedure prescribed in s. 448.25, to the extent that it is applicable, and in accordance with the workers' compensation rules of procedure, except that an appeal from an order of a deputy commissioner allowing or denying a claim under this chapter shall be to the district court of appeal in the district in which the hearing was conducted or one of the parties resides.~~



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~~Adjudications, before deputy commissioners, of cases arising under this chapter shall be exempt from chapter 120.~~

Section 34. Section 960.12, Florida Statutes, is amended to read:

960.12 Emergency awards.—Notwithstanding the provisions of s. 960.07, if it appears to the department ~~division~~ that such claim is one with respect to which an award probably will be made, and that either the claimant is a recipient of benefits under the Federal Social Security Act or undue hardship will result to the claimant if immediate payment is not made, the department ~~division~~ may make an emergency award to the claimant, pending a final decision in the case, on the following conditions:

(1) The amount of such emergency award shall not exceed $500;

(2) The amount of such emergency award shall be deducted from any final award made to the claimant; and

(3) The amount of such emergency award which is in excess of the final award, or the full amount of the emergency award if no final award is made, shall be repaid by the claimant to the department ~~division~~.

Section 35. Subsections (1), (6), and (7) of section 960.13, Florida Statutes, are amended to read:

960.13 Awards.—

(1)(a) No award shall be made unless the department ~~division~~ finds that:

1. A crime was committed;

2. Such crime directly resulted in personal injury to, or death of, the victim or intervenor; and

3. Such crime was promptly reported to the proper authorities.



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(b) In no case may an award be made when the record shows that such report was made more than 72 hours after the occurrence of such crime unless the department division, for good cause shown, finds the delay to have been justified. The department division, upon finding that any claimant or award recipient has not duly cooperated with all law enforcement agencies, may deny, reduce, or withdraw any award, as the case may be.

(6) In determining the amount of an award, the department division shall determine whether, because of his conduct, the victim of such crime or the intervenor contributed to the infliction of his injury or to his death, and the department division shall reduce the amount of the award or reject the claim altogether, in accordance with such determination. However, the department division may disregard for this purpose the contribution of the intervenor to his own injury or death when the record shows that such contribution was attributed to efforts by an intervenor as set forth in s. 960.03(6).

(7) If the department division finds that the claimant, if not granted assistance pursuant to this chapter to meet the loss of earnings or support or out-of-pocket loss, will not suffer serious financial hardship as a result of the loss of earnings or support and the out-of-pocket loss incurred as a result of the injury, the department division shall deny the award. In determining serious financial hardship, the department division shall consider all the financial resources of the claimant. Unless a total dependency is established, members of a family are considered to be partially dependent upon a homemaker with whom they reside, without regard to actual earnings.



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Section 36. Section 960.14, Florida Statutes, is amended to read:

960.14 Manner of payment; execution or attachment.--

(1) Any award made under this chapter shall be in accordance with the discretion and direction of the department division as to the manner of payment. No award made pursuant to this chapter shall be subject to execution or attachment other than for expenses resulting from the injury or death which is the basis for the claim. In every case providing for compensation to a claimant under this chapter, the department division may, if in its opinion the facts and circumstances of the case warrant it, convert the compensation to be paid into a partial or total lump sum without discount. All medical bills shall be paid by the department division directly to affected health care providers.

(2) The department division may reconsider a claim at any time and modify or rescind previous orders for compensation, based upon a change in medical circumstances of a victim or intervenor.

Section 37. Section 960.15, Florida Statutes, is amended to read:

960.15 Records.--Any record or report obtained by the department division or a hearing officer deputy commissioner, the confidentiality of which is protected by any other law or regulation, shall remain confidential, subject to such law or regulation.

Section 38. Subsections (1) and (2) of section 960.21, Florida Statutes, are amended to read:

960.21 Crimes Compensation Trust Fund.--

(1) There is created a special fund, to be known as the "Crimes Compensation Trust Fund," for the purpose of



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providing for the payment of all necessary and proper expenses incurred by the operation of the department division and the payment of claims. The department division shall administer the Crimes Compensation Trust Fund.

(2) The moneys placed in the Crimes Compensation Trust Fund shall consist of all moneys appropriated by the Legislature for the purpose of compensating the victims of crime and other claimants under this act, and of moneys recovered on behalf of the department division by subrogation or other action, recovered through restitution, received from the Federal Government, received from additional court costs, received from fines, or received from any other public or private source.

Section 39. Section 960.22, Florida Statutes, is amended to read:

960.22 Application for federal funds.--The department division is authorized to apply for funds from, and to submit all necessary forms to, any federal agency participating in a cooperative program to compensate victims of crime.

Section 40. Section 960.23, Florida Statutes, is amended to read:

960.23 Notice of provisions of this chapter.--It shall be the duty of every hospital licensed under the laws of this state to display prominently in the lobby or waiting area of its emergency room posters giving notification of the existence and general provisions of this chapter. The Department of Legal Affairs ~~Labor-and-Employment-Security~~ shall provide posters, application forms as approved by the department division, and general information regarding the provisions of this chapter to each hospital licensed to operate in this state and to each law enforcement agency.



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Section 41. Subsection (1) of section 960.28, Florida Statutes, is amended to read:

960.28 Payment for victims' initial examinations.--

(1) The Bureau of Crimes Compensation and Victim and Witness Services of the department division shall pay for medical expenses connected with an initial physical examination of any victim who reports a violation of chapter 794 to a law enforcement officer. Such payment shall be made regardless of whether or not the victim is covered by health or disability insurance. The payment shall be made only out of moneys allocated to the bureau for the purposes of this section, and the payment shall not exceed $150 with respect to any violation. No payment shall be made for any physical examination unless the law enforcement officer certifies in writing that, based upon his investigation and the results of the physical examination by a physician or other medically trained personnel qualified under chapter 464, excluding s. 464.003(5); chapter 458; or chapter 459, he reasonably believes that an offense under chapter 794 has been committed and that the claimant is the victim of such offense. Further, the payment shall not be made to the victim if the victim has not paid the bill rendered by the medical provider; payment, in such event, may be made directly to the medical provider.

Section 42. The Bureau of Crimes Compensation and Victim and Witness Services of the Division of Workers' Compensation of the Department of Labor and Employment Security is hereby transferred by a type four transfer pursuant to s. 20.06, Florida Statutes, to the Department of Legal Affairs.

Section 43. Section 14.22, Florida Statutes, 1986 Supplement, is renumbered as section 23.171, Florida Statutes,



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designated as part V of chapter 23, Florida Statutes, and amended to read:

23.171 ~~14.22~~ Governor's Council on Physical Fitness and Sports; Sunshine State Games; national and international amateur athletic competitions and Olympic training centers; direct-support organization organizations.--

(1)(a) The Florida Governor's Council on Physical Fitness and Sports is created within the Board of Regents ~~Office of the Governor~~, to be composed of 25 members with appropriate interests and representing the various geographical areas of the state. The members shall be appointed by the Governor for staggered terms of 4 3 years expiring on July 1 in the appropriate year. The Governor may reappoint any person who has served or is serving as a member of the council.

(b) The council ~~Governor~~ shall elect one of its members ~~appoint a member of the council~~ to serve as chairperson, ~~and the council shall elect~~ one of its members to serve as vice chairperson. Each shall serve terms of 2 years.

(c) The council shall meet semiannually and at the call of the chairperson.

(d) Members of the council shall receive no compensation, but shall receive per diem and travel expenses as provided in s. 112.061.

(e) The board ~~Governor~~ may appoint, upon the recommendation of the council, an executive director, and the executive director may employ such staff as may be authorized by the board ~~Governor~~. The compensation of the executive director and staff shall be set by the board ~~Governor~~.

(f) By a two-thirds vote of the council, a member may be dismissed from membership for such reasons as the council



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may establish, which reasons shall include lack of interest in council duties or repeated absences from council meetings. Vacancies created by dismissal shall be filled by the Governor.

(2) ~~In order~~ To promote physical fitness and sports, the Florida Governor's Council on Physical Fitness and Sports shall ~~have the power and duty to~~:

(a) Develop, foster, and coordinate services and programs of physical fitness and sports for the people of Florida.

(b) Sponsor physical fitness and sports workshops, clinics, conferences, and other similar activities.

(c) Give recognition to outstanding developments and achievements in, and contributions to, physical fitness and sports.

(d) Stimulate physical fitness research.

(e) Collect and disseminate physical fitness and sports information and initiate advertising campaigns promoting physical fitness and sports.

(f) Assist schools in developing health and physical fitness programs for students.

(g) Encourage local governments and communities to develop local physical fitness programs and amateur athletic competitions.

(h) Develop programs to promote personal health and physical fitness in cooperation with medical, dental, and other similar professional societies.

(i) Enlist the support of individuals, civic groups, amateur and professional sports associations, and other organizations to promote and improve physical fitness and sports programs.



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(j) Develop means of attracting and locating professional sports franchises and sports-related industries in the state as well as assisting those located in the state.

(k) Promote the development of recreational athletic opportunities and professional athletic activities in the state, including means of facilitating the acquisition, proper financing, construction, and rehabilitation of sports facilities for the holding of professional and amateur athletic events.

(l) Promote the development of a program of statewide amateur athletic competition to be known as the "Sunshine State Games."

(m) Promote the development of Olympic training centers within the state. The centers shall be managed by a Sunshine State Games and Olympic training centers direct-support organization under contract with the Department of Education. The council shall assure that state and local governmental entities and other entities cooperate to the extent feasible in providing existing facilities for use in Olympic training.

(n) Promote national and international amateur athletic competitions.

(o) Establish policies and adopt rules for the operation of the Sunshine State Games, the promotion of national and international amateur athletic competitions, and the development of Olympic training centers.

(3)(a) The Sunshine State Games shall be patterned after the Summer Olympics with variations as necessitated by availability of facilities, equipment, and expertise. The games shall be designed to encourage the participation of athletes representing a broad range of age groups, skill



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levels, and Florida communities. Participants shall be residents of this state. Regional competitions shall be held throughout the state, and the top qualifiers in each sport shall proceed to the final competitions to be held at a site geographically centered in the state with the necessary facilities and equipment for conducting the competitions. The frequency of the games shall be determined by the council.

(b)1. The board may create a direct-support organization to assist in the operation of the Authority ~~is hereby granted to create~~ Sunshine State Games, the promotion of national and international amateur athletic competitions, and the development of Olympic training centers direct-support organizations. The direct-support organization shall operate under contract with the board. Such a direct-support organization is an organization which is:

a. Incorporated under the provisions of chapter 617 and approved by the Department of State as a Florida corporation not for profit;

b. Organized and operated to receive, hold, invest, and administer property and to make expenditures to or for the benefit of the Sunshine State Games, Olympic training centers, and the promotion of national and international sports competition; and

c. Approved by the board and the council to be operating for the benefit of the council ~~Certified by the Executive Office of the Governor after review, to be operating in a manner consistent with the goals of the Sunshine State Games and Olympic training centers~~ and in the best interest of the state.

2. The contract shall provide for:



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a. Approval of the articles of incorporation of the direct-support organization by the board and the council, and for the governance of the direct-support organization by members appointed by the council and approved by the board.

b. Submission of an annual budget for the approval of the council and the board. The budget shall be in accordance with rules adopted by the council.

c. Certification by the board or its designee, after conducting an annual financial and performance review, that the direct-support organization is operating in compliance with the terms of the contract and in a manner consistent with the goals of the council and in the best interest of the state. Such certification shall be made to the council annually and reported in the official minutes of a meeting of the council.

d. The reversion to the state of funds held in trust by the direct-support organization if the contract is terminated.

3.~~2.~~ The board Executive-Office-of-the-Governor is authorized to permit the use of property, facilities, and personal service of or at any state educational facility or institution by any Sunshine State Games and Olympic training centers direct-support organization, subject to the provisions of this section. For the purposes of this subparagraph, personal services includes full-time or part-time personnel as well as payroll processing.

4.~~3.~~ The Each Sunshine State Games direct-support organization shall make provisions for an annual financial and compliance audit postaudit of its financial accounts and records by an independent certified public accountant in accordance with rules established by the council. The annual



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audit report shall be submitted to the board and the council Executive-Office-of-the-Governor for review and approval. Upon approval, the board and the council shall certify the audit report to the Auditor General for review and approval. Notwithstanding the provisions of s. 119.14, the identity of donors who desire to remain anonymous and all information identifying such donors and such prospective donors are exempt from the provisions of chapter 119, and that anonymity shall be maintained in the auditor's report. Such exemption is subject to the Open Government Sunset Review Act in accordance with s. 119.14. Notwithstanding s. 119.14, all records of the organization made prior to October 1, 1986, other than the auditor's report shall not be considered public records for the purposes of chapter 119.

(4) The council may accept grants, gifts, and bequests and enter into contracts to carry out the purposes of this act.

Section 44. The Governor's Council on Physical Fitness and Sports is transferred by a type four transfer from the Executive Office of the Governor to the Board of Regents. In addition, any rules promulgated by or for this entity are included in such transfer. The Board of Regents shall notify in writing the Bureau of Administrative Code in the Division of Elections of the Department of State of the transfer of the rules.

Section 45. Notwithstanding the provisions of the Sundown Act or of any other provision of law which provides for review and repeal in accordance with s. 11.611, Florida Statutes, section 14.22, Florida Statutes, renumbered as section 23.171, Florida Statutes, by this act, shall not stand



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repealed on October 1, 1987, and shall continue in full force and effect as amended herein.

Section 46. Section 14.22, Florida Statutes, renumbered as section 23.171, Florida Statutes, by this act, is repealed on October 1, 1989, and shall be reviewed by the Legislature pursuant to s. 11.611, Florida Statutes.

Section 47. Section 27.37, Florida Statutes, 1986 Supplement, as amended by chapters 85-179 and 86-9, Laws of Florida, is amended to read:

27.37 Council on Organized Crime.--

(1) There is created in the office of the Governor a council to be known as the Council on Organized Crime. The council shall be composed of seven members, of whom four shall be state attorneys appointed by and serving at the pleasure of the Governor; one shall be the statewide prosecutor in charge of the Office of Statewide Prosecution, ~~serving ex officio~~; one shall be a member of the Senate appointed by the President of the Senate; and one shall be a member of the House of Representatives appointed by the Speaker of the House of Representatives. The Governor shall designate one state attorney member to serve as chairman.

(2) Members of the council are entitled to reimbursement for per diem and travel expenses as provided in s. 112.061.

(3) The statewide prosecutor shall act as legal adviser and direct the operation of the statewide grand jury as provided in s. 905.36. The state attorney members of the council may assist the legal adviser and attend sessions of the statewide grand jury; however, nothing herein shall be construed to authorize a person other than one designated by

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the legal adviser to attend sessions of the statewide grand jury.

(4) The duties of the council include, but need not be limited to, the following:

(a) Determining the scope and extent of organized crime in this state through public or private hearings or other appropriate investigation, notwithstanding s. 119.14;

(b) Establishing policy and priorities for the prosecution of organized crime cases throughout the state; and

(c) Advising the Governor, the Attorney General, the President of the Senate, and the Speaker of the House of Representatives, in a report published on or before March 1 of each year, of its recommendations for legislation and for funding of the various aspects of the criminal justice system and of appropriate state regulatory agencies.

(5) The council shall meet as often as necessary, at the call of the chairman or upon majority vote of its members.

(6)(a) Notwithstanding s. 119.14, all documents pertaining to criminal intelligence or investigations in the possession or control of the Council on Organized Crime are exempt from the provisions of s. 119.07.

(b)1. The Council on Organized Crime shall not be considered an "agency" within the definition of s. 120.52.

2. The Council on Organized Crime shall be considered a "criminal justice agency" within the definition of s. 119.011(4).

(c) If the council meets solely for the purpose of furthering a criminal investigation, that meeting shall be exempt from the requirements of s. 286.011, and only those members of the council and staff specifically designated by the chairman shall be authorized to attend.



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(7) The chairman of the council or the legal adviser to the statewide grand jury may issue subpoenas and other necessary process to compel attendance of witnesses and take testimony before the council. The chairman or any member of the council may administer oaths or affirmations to witnesses who appear before the council to testify on any matter on which the council may desire evidence.

(8) The public meetings and public records exemptions in this section are subject to the Open Government Sunset Review Act in accordance with ss. 119.14 and 286.0111.

Section 48. Notwithstanding the provisions of the Sundown Act or of any other provision of law which provides for review and repeal in accordance with s. 11.611, Florida Statutes, section 27.37, Florida Statutes, shall not stand repealed on October 1, 1987, and shall continue in full force and effect as amended herein.

Section 49. Section 27.37, Florida Statutes, is repealed on October 1, 1997, and shall be reviewed by the Legislature pursuant to s. 11.611, Florida Statutes.

Section 50. This act shall take effect July 1, 1987.



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HOUSE SUMMARY

Saves the Florida State Commission on Hispanic Affairs from Sundown repeal and provides for future review and repeal. Transfers the Florida High Technology and Industry Council to the Board of Regents. Makes the Department of Community Affairs a party to proceedings to adopt energy consumption goals. Transfers the energy functions of the Executive Office of the Governor to the Department of Community Affairs. Abolishes the Florida Energy Research and Development Task Force. Provides that the Hospital Cost Containment Board shall be located within the Department of Health and Rehabilitative Services rather than in the Executive Office of the Governor. Creates a Council on the Status of Women. Provides an appropriation to the council. Creates the Governor's Commission on Indian Affairs and transfers the Governor's Council on Indian Affairs to the commission.

Authorizes the Governor to designate a private nonprofit corporation to receive federal funds for certain programs providing for protection and advocacy of the rights of persons with disabilities. Transfers all powers, duties, property, etc., of the Governor's Commission on Advocacy for Persons with Disabilities to the nonprofit corporation. Requires the nonprofit corporation to meet certain federal requirements. Authorizes access to client records and facilities as provided by federal law. Provides for state liability insurance coverage and use of the state communications system. Requires state agencies to cooperate with the nonprofit corporation. Provides for submission of annual audits by the nonprofit corporation to the Governor.

Creates the Florida State Commission on Afro-American Affairs, and provides an appropriation to the commission.

Provides that the Department of Legal Affairs shall review and coordinate implementation of guidelines for fair treatment of victims and witnesses. Transfers the Bureau of Crimes Compensation and Victim and Witness Services from the Department of Labor and Employment Security to the Department of Legal Affairs.

Revises provisions relating to the Governor's Council on Physical Fitness and Sports and its relationship to its direct-support organization. Increases the terms of council members. Provides for the council to adopt rules for the Sunshine State Games, amateur athletic competitions, and Olympic training center development. Authorizes the council to create and contract with a direct-support organization and establishes contract requirements. Provides for audits. Provides for the Board of Regents and council to approve certain audit reports. Transfers the council to the Board of Regents. Saves the council from Sundown repeal and provides for future review and repeal.



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Saves the Council on Organized Crime from Sundown repeal and provides for future review and repeal. | 18.78



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By Senator Kiser

A bill to be entitled

An act relating to the reorganization of the Governor's office; amending s. 229.8053, F.S.; transferring the Florida High Technology and Industry Council to the Department of Commerce; providing for a type four transfer of the council; amending s. 366.82, F.S.; transferring to the Department of Community Affairs the powers of the Executive Office of the Governor as a party to proceedings to adopt energy consumption goals; amending ss. 377.602, 377.603, 377.604, 377.605, 377.606, 377.608, 377.701, 377.703, 377.706, F.S.; transferring the Executive Office of the Governor's energy functions to the Department of Community Affairs; providing for a type four transfer of such functions; amending ss. 450.181, 450.191, F.S.; transferring migrant labor functions to the Department of Labor and Employment Security; providing for a type four transfer of such functions; providing for a type four transfer of the Hospital Cost Containment Board from the Governor's office to the Department of Health and Rehabilitative Services; providing an effective date.

This publication was produced at an average cost of 1.5 cents per page for the information of members of the Legislature and the public.

Be It Enacted by the Legislature of the State of Florida:

Section 1. Subsections (1), (2), and (5) of section 229.8053, Florida Statutes, are amended to read:



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229.8053 Florida High Technology and Industry Council.--

(1) It is the intent of the Legislature to promote development of the state economy by coordinating through the joint efforts of the Department of Education and public and private postsecondary educational institutions, in cooperation with the Department of Commerce ~~Executive Office of the~~ Governor, other executive agencies, and leaders in high technology business and industry, the needs of such business and industry with state government programs. It is the intent of the Legislature that such cooperative efforts serve the needs of the citizens of this state and meet the technical and professional demands of new and existing technology as well as being able to demonstrate to such business and industry leaders that this state can meet such demands.

(2) The Florida High Technology and Industry Council, a not-for-profit corporation, is created for the purpose of planning, coordinating, assisting in and making recommendations for policy decisions, and directing activities for carrying out the intent of this act. The council shall be administratively located within the Department of Commerce and shall be composed of 23 members consisting of:

(a) The Governor or his designee;

(b) The Commissioner of Education or his designee;

(c) The Secretary of the Department of Commerce or his designee;

(d) The chairman of the Florida Council of 100;

(e) One member appointed by the President of the Senate;

(f) One member appointed by the Speaker of the House of Representatives; and



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(g) Seventeen other persons who shall be appointed by the Governor, 11 of whom shall be Florida leaders in high technology or related business and industry; 2 of whom shall be prestigious academicians in areas not limited to, but including, the sciences and business from public or private colleges or universities; and 4 of whom shall be prominent persons in the area of investment, venture capital investments, or banking.

The Governor shall solicit nominations from leading business and industry organizations or other organizations interested in the economic growth of the state and the transfer of government-sponsored research. The term of each appointed member shall be for 3 years, and any vacancy shall be filled by an appointment by the Governor or by the body which had appointment jurisdiction of the vacated member. As soon as practicable after members are appointed to the council, the Governor shall call an organizational meeting of the council. The council shall annually elect from among its number a chairman and a vice chairman. There shall be no limitation on successive appointments to the council or on the number of terms that may be served as chairman or vice chairman. The council shall adopt internal organizational procedures or bylaws necessary for efficient operation of the council. The council and council staff shall be entitled to reimbursement for per diem and traveling expenses pursuant to s. 112.061.

(5) The Secretary of Commerce ~~council~~ shall designate staff to assist the council ~~it~~ in the performance of its duties. The council and shall give special emphasis to:

(a) Assisting the efforts of private organizations, the council, and other governmental agencies which are



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concerned with the establishment of high technology business and industry training programs in this state.

(b) Ensuring that the efforts of the various state agencies which are concerned with the development of high technology business and industry programs are mutually reinforcing and supportive of state objectives related to this act.

(c) Assisting in efforts to develop programs for employee needs in newly emerging high technology occupations.

(d) Coordinating the delivery of resources to meeting state needs, including assisting the council in developing recommendations for the State Board of Education concerning priorities for programs and services and allocating resources according to the priorities.

Section 2. The Florida High Technology and Industry Council is hereby transferred by a type four transfer, from the Executive Office of the Governor to the Department of Commerce. In addition, any rules adopted by or for the council are included in such transfer. The Department of Commerce shall notify, in writing, the Bureau of Administrative Code in the Division of Elections of the Department of State of the transfer of the rules.

Section 3. Subsection (2) of section 366.82, Florida Statutes, is amended to read:

366.82 Definition; goals; plans; annual reports; energy audits.--

(2) The commission shall adopt appropriate goals for increasing the efficiency of energy consumption, specifically including goals designed to increase the conservation of expensive resources, such as petroleum fuels, and to reduce the growth rates of electric consumption, especially of



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weather-sensitive peak demand. The Department of Community Affairs ~~Executive Office of the Governor~~ shall be a party in the proceedings to adopt goals. The initial goals shall be adopted no later than September 1, 1980, for the succeeding 5-year period. The commission may change the initial goals for reasonable cause and may reset the time period for accomplishing the goals. After the programs and plans to meet those goals are completed, the commission shall determine whether further goals, programs, or plans are warranted and, if so, shall adopt them.

Section 4. Sections 377.602, 377.603, 377.604, 377.605, 377.606, 377.608, 377.701, 377.703 and 377.706, Florida Statutes, are amended to read:

377.602 Definitions.--As used in ss. 377.601-377.608, the term:

(1) "Energy resources" includes, but is ~~shall~~ not be limited to:

(a) Propane, butane, motor gasoline, kerosene, home heating oil, diesel fuel, other middle distillates, aviation gasoline, kerosene-type jet fuel, naphtha-type jet fuel, residual fuels, crude oil, and other petroleum products and hydrocarbons as may be determined by the department ~~director~~ to be of importance.

(b) All natural gas, including casinghead gas, all other hydrocarbons not defined as petroleum products in paragraph (a), and liquefied petroleum gas as defined in s. 527.01.

(c) All types of coal and products derived from its conversion and used as fuel.

(d) All types of nuclear energy, special nuclear material, and source material, as defined in s. 290.07.



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(e) Every other energy resource, whether natural or manmade which the department director determines to be important to the production or supply of energy, including, but not limited to, energy converted from solar radiation, wind, hydraulic potential, tidal movements, and geothermal sources.

(f) All electrical energy.

(2) "Department" means the Department of Community Affairs. ~~"Center" means the Energy Data Center of the Executive Office of the Governor;~~

~~(3) "Director" means the chief administrator of the Energy Data Center of the Executive Office of the Governor;~~

(3)~~(4)~~ "Person" means producer, refiner, wholesaler, marketer, consignee, jobber, distributor, storage operator, importer, exporter, firm, corporation, broker, cooperative, public utility as defined in s. 366.02, rural electrification cooperative, municipality engaged in the business of providing electricity or other energy resources to the public, pipeline company, person transporting any energy resources as defined in subsection (1), and person holding energy reserves for further production; however, "person" does not include persons exclusively engaged in the retail sale of petroleum products.

377.603 Energy data collection ~~Center;~~ powers and duties of the department.--

(1) The department shall ~~There is created an Energy Data Center in the Executive Office of the Governor whose duty it shall be to~~ collect data on the extraction, production, importation, exportation, refinement, transportation, transmission, conversion, storage, sale, or reserves of energy resources in this state in an efficient and expeditious manner.



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(2) The department ~~center~~ shall prepare periodic reports of energy data it collects.

(3) The department ~~center~~ shall prescribe and furnish forms for the collection of information as required by ss. 377.601-377.608 and shall consult with other state entities to assure that such data collected will meet their data requirements.

(4) The department ~~center~~ may adopt and promulgate such rules and regulations as are necessary to carry out the provisions of ss. 377.601-377.608. Such rules shall be pursuant to chapter 120.

(5) The department ~~center~~ shall maintain internal validation procedures to assure the accuracy of information received.

377.604 Required reports.--Every person who produces, imports, exports, refines, transports, transmits, converts, stores, sells, or holds known reserves of any form of energy resources used as fuel shall report to the department director ~~of the center~~ at a frequency set, and in a manner prescribed, by the department director, on forms provided by the department ~~center~~ and prepared with the advice of representatives of the energy industry. Such forms shall be designed in such a manner as to indicate:

(1) The identity of the person or persons making the report.

(2) The quantity of energy resources extracted, produced, imported, exported, refined, transported, transmitted, converted, stored, or sold except at retail.

(3) The quantity of energy resources known to be held in reserve in the state.



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(4) The identity of each refinery from which petroleum products have normally been obtained and the type and quantity of products secured from that refinery for sale or resale in this state.

(5) Any other information which the department center deems proper pursuant to the intent of ss. 377.601-377.608.

377.605 Use of existing information.--The department office shall utilize to the fullest extent possible any existing energy information already prepared for state or federal agencies. Every state, county, and municipal agency shall cooperate with the department center and shall submit any information on energy to the department center upon request.

377.606 Records of the department Energy-Data-Center; limits of confidentiality.--The information or records of individual persons, as defined herein, obtained by the department center as a result of a report, investigation, or verification required by the department center, except such information as is requested to be held confidential by the person providing said information, shall be open to the public. Information reported by entities other than the department Energy-Data-Center in documents or reports open to public inspection shall under no circumstances be classified as confidential by the department center. Divulgence of such information as is requested to be held confidential, except upon order of a court of competent jurisdiction or except to an officer of the state entitled to receive the same in his official capacity, is shall be a misdemeanor of the second degree, punishable as provided in ss. 775.082 and 775.083. Nothing herein shall be construed to prohibit the publication or divulgence by other means of data so classified as to



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prevent identification of particular accounts or reports made to the department center in compliance with s. 377.603 or to prohibit the disclosure of such information to properly qualified legislative committees. The department center shall establish a system which permits reasonable access to information developed.

377.608 Prosecution of cases by state attorney.--The state attorney shall prosecute all cases certified to him for prosecution by the department Executive-Office-of-the-Governor immediately upon receipt of the evidence transmitted by the department office, or as soon thereafter as practicable.

377.701 Petroleum allocation.--

(1) The Department of Community Affairs Executive Office-of-the-Governor shall assume the state's role in petroleum allocation and conservation, including the development of a fair and equitable petroleum plan. The department office shall constitute the responsible state agency for performing the functions of any federal program delegated to the state, which relates to petroleum supply, demand, and allocation.

(2) The department Executive-Office-of-the-Governor shall, in addition to assuming the duties and responsibilities provided by subsection (1), perform the following:

(a) In projecting available supplies of petroleum, coordinate with the Department of Revenue to secure information necessary to assure the sufficiency and accuracy of data submitted by persons affected by any federal fuel allocation program.

(b) Require such periodic reports from public and private sources as may be necessary to the fulfillment of its responsibilities under this act. Such reports may include:



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Petroleum use; all sales, including end-user sales, except retail gasoline and retail fuel oil sales; inventories; expected supplies and allocations; and petroleum conservation measures.

(c) In cooperation with the Department of Revenue and other relevant state agencies, provide for long-range studies regarding the usage of petroleum in the state in order to:

1. Comprehend the consumption of petroleum resources.

2. Predict future petroleum demands in relation to available resources.

3. Report the results of such studies to the Legislature.

(3) For the purpose of determining accuracy of data, all state agencies shall timely provide the department Executive-Office-of-the-Governor with petroleum-use information in a format suitable to the needs of the allocation program.

(4) No state employee shall divulge or make known in any manner any proprietary information acquired under this act except in accordance with a court order, as otherwise provided by law, or in the publication of statistical information compiled by methods which would not disclose the identity of individual suppliers or companies. Nothing in this subsection shall be construed to prevent inspection of reports by the Attorney General, members of the Legislature, and interested state agencies; however, such agencies and their employees and members are bound by the requirements set forth in this subsection.

(5) Any person who willfully fails to submit information required by this act or submits false information or who violates any provision of this act is guilty of a



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misdemeanor of the first degree and shall be punished as provided in ss. 775.082 and 775.083.

377.703 Additional functions of Department of Community Affairs Executive-Office-of-the-Governor; energy emergency contingency plan; federal and state conservation programs.--

(1) LEGISLATIVE INTENT.--Recognizing that energy supply and demand questions have become a major area of concern to the state which must be dealt with by effective and well-coordinated state action, it is the intent of the Legislature to promote the efficient, effective, and economical management of energy problems, centralize energy coordination responsibilities, pinpoint responsibility for conducting energy programs, and ensure insure the accountability of state agencies for the implementation of s. 377.601(4), the state energy policy. It is the specific intent of the Legislature that nothing in this act shall in any way change the powers, duties, and responsibilities assigned by the Florida Electrical Power Plant Siting Act, part II of chapter 403, or the powers, duties, and responsibilities of the Florida Public Service Commission.

(2) DEFINITIONS.--

(a) "Coordinate," "coordination," or "coordinating" means the examination and evaluation of state plans and programs and the providing of recommendations to the Cabinet, Legislature, and appropriate state agency on any measures deemed necessary to ensure that such plans and programs are consistent with state energy policy.

(b) "Energy conservation" means increased efficiency in the utilization of energy.



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(c) "Energy emergency" means an actual or impending shortage or curtailment of usable, necessary energy resources, such that the maintenance of necessary services, the protection of public health, safety, and welfare, or the maintenance of basic sound economy is imperiled in any geographical section of the state or throughout the entire state.

(d) "Energy source" means electricity, fossil fuels, solar power, wind power, hydroelectric power, nuclear power, or any other resource which has the capacity to do work.

(e) "Facilities" means any building or structure not otherwise exempted by the provisions of this act.

(f) "Fuel" means petroleum, crude oil, petroleum product, coal, natural gas, or any other substance used primarily for its energy content.

(g) "Local government" means any county, municipality, regional planning agency, or other special district or local governmental entity the policies or programs of which may affect the supply or demand, or both, for energy in the state.

(h) "Promotion" or "promote" means to encourage, aid, assist, provide technical and financial assistance, or otherwise seek to develop and expand.

(i) "Regional planning agency" means those agencies designated as regional planning agencies by the Executive Office of the Governor.

(j) "Renewable energy resource" means any method, process, or substance the use of which does not diminish its availability or abundance, including, but not limited to, biomass conversion, geothermal energy, solar energy, wind energy, wood fuels derived from waste, ocean thermal gradient



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power, hydroelectric power, and fuels derived from agricultural products.

(3) DEPARTMENT OF COMMUNITY AFFAIRS ~~EXECUTIVE OFFICE OF THE GOVERNOR~~; DUTIES.--The Department of Community Affairs ~~Executive Office of the Governor~~ shall, in addition to assuming the duties and responsibilities provided by ss. 20.18, 20.31(7), and 377.701, perform the following functions consistent with the development of a state energy policy:

(a) The department office shall assume the responsibility for development of an energy emergency contingency plan to respond to serious shortages of primary and secondary energy sources in coordination with the Florida Public Service Commission, which shall have exclusive responsibility for electrical and natural gas emergency contingency plans. Upon a finding by the department Governor, implementation of any emergency program shall be upon order of the Governor that a particular kind or type of fuel is, or that the occurrence of an event which is reasonably expected within 30 days will make the fuel, in short supply. The department office shall then respond by instituting the appropriate measures of the contingency plan to meet the given emergency or energy shortage. The Governor may utilize the provisions of s. 252.36(5) to carry out any emergency actions required by a serious shortage of energy sources.

(b) The department office shall constitute the responsible state agency for performing or coordinating the functions of any federal energy programs delegated to the state, including energy supply, demand, conservation, or allocation.

(c) The department office shall analyze present and proposed federal energy programs and make recommendations



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regarding those programs to the Governor recommend-the-state's position.

(d) The department office shall coordinate efforts to seek federal support or other support for state energy activities, including energy conservation, research, or development, and shall be the state agency responsible for the coordination of multiagency energy conservation programs.

(e) The department office shall analyze energy data collected and prepare long-range forecasts of energy supply and demand in coordination with the Florida Public Service Commission, which shall have responsibility for electricity and natural gas forecasts. To this end, the forecasts published in 1980 and thereafter shall contain:

1. An analysis of the relationship of state economic growth and development to energy supply and demand, including the constraints to economic growth resulting from energy supply constraints.

2. Plans for the development of renewable energy resources and reduction in dependence on depletable energy resources, particularly oil and natural gas, and an analysis of the extent to which renewable energy sources are being utilized in the state.

3. Consideration of alternative scenarios of statewide energy supply and demand for 5, 10, and 20 years, to identify strategies for long-range action, including identification of potential social, economic, and environmental effects.

4. An assessment of the state's energy resources, including examination of the availability of commercially developable and imported fuels, and an analysis of anticipated effects on the state's environment and social services





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resulting from energy resource development activities or from energy supply constraints, or both.

(f) The department office shall make an annual report to the Legislature, 60 days prior to each regular session, reflecting its activities and making recommendations of policies for improvement of the state's response to energy supply and demand and its effect on the health, safety, and welfare of the people of Florida. The report shall include a report from the Florida Public Service Commission on electricity and natural gas and information on energy conservation programs conducted and under way in the past year and shall include recommendations for energy conservation programs for the state, including, but not limited to, the following factors:

1. Formulation of specific recommendations for improvement in the efficiency of energy utilization in governmental, residential, commercial, industrial, and transportation sectors.

2. Collection and dissemination of information relating to energy conservation.

3. Development and conduct of educational and training programs relating to energy conservation.

4. An analysis of the ways in which state agencies are seeking to implement s. 377.601(4), the state energy policy, and recommendations for better fulfilling this policy.

(g) The department office is authorized to make any rules or regulations pursuant to chapter 120 as are necessary to carry out the purposes of this act.

(h) The department office shall promote energy conservation in all energy use sectors throughout the state and shall constitute the state agency primarily resp-





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(4) The department of-Community-Affairs shall be responsible for the administration of the Coastal Energy Impact Program provided for and described in Pub. L. No. 94-370, 16 U.S.C. s. 1456a.

377.706 Florida Energy Research and Development Task Force; creation; membership; responsibilities.--

(1) There is established the Florida Energy Research and Development Task Force the purpose of which shall be to coordinate, promote, and monitor energy research within this state. The task force shall be chaired jointly by the Secretary of Community Affairs or his designee State-Energy Director-of-the-Executive-Office-of-the-Governor and the Chancellor of the State University System. Membership of the task force may consist of up to 20 persons, chosen by the joint chairmen as necessary to implement the provisions of this section. Membership shall include one representative from each of the universities in the State University System who is recommended by the president of each such university.

(2) The responsibilities and duties of the Florida Energy Research and Development Task Force shall be as follows:

(a) To develop and maintain a current index and profile of all research activities of state universities, of private universities, of federal, state, and local governmental agencies, and of private industry. Such index shall be identified by energy area and may include a summary of the project; the amount and sources of funding; anticipated completion dates; or, in the case of completed research, conclusions, recommendations, and applicability to state government or private sector functions.



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(b) To establish a priority agenda for energy research which is consistent with state energy policy and the intent of this part.

(c) To coordinate and promote research activities which reflect the goals and objectives of the priority agenda for energy research as established in paragraph (b).

(3) The activities of the task force, the research index, and the research agenda are to be included in the annual report required by s. 377.703(3)(f).

Section 5. The energy program functions currently carried out in the Executive Office of the Governor are hereby transferred by a type four transfer to the Department of Community Affairs. In addition, any rules adopted for these program functions are included in such transfer. The department shall notify, in writing, the Bureau of Administrative Code in the Division of Elections of the Department of State of the transfer of the rules.

Section 6. Section 450.181, Florida Statutes, is amended to read:

450.181 Definitions.--As used in part II, unless the context clearly requires a different meaning:

(1) "Migrant labor camp" means those migrant labor camps as defined in s. 381.422(1).

(2) "Department" means the Department of Labor and Employment Security "Office"-means-the-Executive-Office-of-the Governor.

(3) The term "migrant laborer" has the same meaning as migrant farm workers as defined in s. 316.003(62).

Section 7. Section 450.191, Florida Statutes, is amended to read:



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450.191 Department Executive-Office-of-the-Governor; powers and duties.--

(1) The department Executive-Office-of-the-Governor is authorized and directed to:

(a) Advise and consult with employers of migrant workers as to the ways and means of improving living conditions of seasonal workers;

(b) Cooperate with the Department of Health and Rehabilitative Services in establishing minimum standards of preventive and curative health and of housing and sanitation in migrant labor camps and in making surveys to determine the adequacy of preventive and curative health services available to occupants of migrant labor camps;

(c) Provide coordination for the enforcement of ss. 381.422-381.482;

(d) Cooperate with the other departments of government in coordinating all applicable labor laws, including, but not limited to, those relating to private employment agencies, child labor, wage payments, wage claims, and crew leaders;

(e) Cooperate with the Department of Education to provide educational facilities for the children of migrant laborers;

(f) Cooperate with the Department of Highway Safety and Motor Vehicles to establish minimum standards for the transporting of migrant laborers;

(g) Cooperate with the Department of Agriculture and Consumer Services to conduct an education program for employers of migrant laborers pertaining to the standards, methods, and objectives of the office;

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(h) Cooperate with the Department of Health and Rehabilitative Services in coordinating all public assistance programs as they may apply to migrant laborers;

(i) Coordinate all federal, state, and local programs pertaining to migrant laborers;

(j) Cooperate with the farm labor office of the Florida State Employment Service in the recruitment and referral of migrant laborers and other persons for the planting,, cultivation, and harvesting of agricultural crops in Florida.

(2) The department office shall arrange, through the Department of Health and Rehabilitative Services, for the provision of the supplementary services set forth in subsection (1)(b) to the extent of available appropriations. Such services may be provided through the use of one or more traveling dispensaries, or by contract with physicians, dentists, hospitals, or clinics, or in such manner as may be recommended by the Department of Health and Rehabilitative Services.

Section 8. The migrant labor functions in the Executive Office of the Governor are hereby transferred by a type four transfer to the Department of Labor and Employment Security. In addition, any rules adopted for such functions are included in such transfer. The department shall notify, in writing, the Bureau of Administrative Code in the Division of Elections of the Department of State of the transfer of the rules.

Section 9. The Hospital Cost Containment Board created in s. 395.503, Florida Statutes, is hereby transferred by a type four transfer from the Governor's office to the Department of Health and Rehabilitative Services. In

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addition, any rules adopted by or for the board are included in the transfer. The department shall notify, in writing, the Bureau of Administrative Code in the Division of Elections of the Department of State of the transfer of the rules.

Section 10. This act shall take effect July 1, 1987, or upon becoming a law, whichever is later.

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**SENATE SUMMARY**

Transfers the Florida High Technology and Industry Council from the Executive Office of the Governor to the Department of Commerce. Transfers powers of the Executive Office of the Governor with respect to energy functions and adoption of energy consumption goods to the Department of Community Affairs. Transfers migrant labor functions of the Executive Office of the Governor to the Department of Labor and Employment Security. Transfers the Hospital Cost Containment Board from the Governor's office to the Department of Health and Rehabilitative Services.



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for this function. To this end, the department office shall coordinate the energy conservation programs of all state agencies and review and comment on the energy conservation programs of all state agencies.

(i) The department office shall serve as the state clearinghouse for indexing and gathering all information related to energy programs in state universities, in private universities, in federal, state, and local government agencies, and in private industry and shall prepare and distribute such information in any manner necessary to inform and advise the citizens of the state of such programs and activities. The department office shall coordinate, promote, and respond to efforts by all sectors of the economy to seek financial support for energy activities. The department office shall provide information to consumers regarding the anticipated energy-use and energy-saving characteristics of products and services in coordination with any federal, state, or local governmental agencies as may provide such information to consumers.

(j) The department office shall coordinate energy-related programs of state government, including, but not limited to, the programs provided in this section. To this end, the department office shall:

1. Provide assistance to other state agencies, counties, municipalities, and regional planning agencies to further and promote their energy planning activities.

2. Require, in cooperation with the Department of General Services, all state agencies to operate state-owned and state-leased buildings in accordance with energy conservation standards as adopted by the Department of General Services. Beginning 120 days following July 1, 1978, and



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every 3 months thereafter, the Department of General Services shall furnish the Department of Community Affairs office data on agencies' energy consumption in a format mutually agreed upon by the two departments office-and-the-Department-of General-Services.

3. Promote the development and use of renewable energy resources and energy conservation technologies. To this end, the department office shall:

a. Aid and promote the commercialization of solar energy technology, in cooperation with the Florida Solar Energy Center of the State University System, the Department of Commerce, and any other federal, state, or local governmental agency which may seek to promote research, development, and demonstration of solar energy equipment and technology.

b. Promote the recovery of energy from wastes, including, but not limited to, the utilization of waste heat, the use of agricultural products as a source of energy, and recycling of manufactured products. Such promotion shall be conducted in conjunction with, and after consultation with, the Department of Environmental Regulation, the Florida Public Service Commission where electrical generation or natural gas is involved, and any other relevant federal, state, or local governmental agency having responsibility for resource recovery programs.

(k) Upon advisement by the Florida Energy Research and Development Task Force, the department office shall develop, coordinate, and promote a comprehensive research plan for state programs. Such plan shall be consistent with state energy policy and shall be updated on a biennial basis.



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